ITI Rules & Guidelines for Ethics, Equity and Conflict Resolution

I. Creating a Constructive and Peaceful Atmosphere

1. These Rules and Guidelines aim to ensure a safe and protected environment for individual members of the International Theatre Institute (ITI) to participate in activities constructively and peacefully.
2. Collaboration thrives in an environment that upholds ethical values, respects diversity and promotes fairness.
3. Emphasis is placed on values such as mutual respect, diversity, gender equality, equity, inclusion, ethical conduct, freedom of expression, and non-discrimination.
4. These Rules and Guidelines include conflict resolution strategies to address conflicts effectively.
5. These Rules and Guidelines have been developed through research of documents by UNESCO, international cultural organisations, and other international bodies, as well as input from the ITI membership.

II. Key Principles

1. Equality

In 1948, The United Nations General Assembly adopted the Universal Declaration of Human Rights. Article 1 states: “All human beings are born free and equal in dignity and rights." The International Theatre Institute and its General Secretariat, Executive Council, and General Assembly members shall preserve and implement the principle of equality as a basic right among them.

2. Equity

While recognising the fundamental right of equality, the concept of equity further acknowledges that not all members of ITI have the same material circumstances, resources, identities, and abilities. Even if treated equally and the same by ITI, some members may be at a disadvantage when it comes to full and active participation in the activities of ITI. Respecting equity helps to identify and offer solutions and empowerment tools in order to address the different needs towards an active and equal role among all members. Equity principles acknowledge historical discrimination and exclusion towards several categories - including intersectional categories- and we must understand the diverse needs of ITI members in order to reach justice.

3. Anti-Discrimination

Any behaviour that includes any discrimination shall be prohibited. ITI prohibits and condemns unfair or unequal treatment of individuals or groups based on grounds such as gender, gender expression, race, colour, ethnic or social belonging, origin, genetic features, language, religion/faith or belief, political or social opinion, economic class, disability, age or sexual orientation.

4. Freedom of Expression

Following the Universal Declaration of Human Rights, all ITI members shall abide by the basic principles of freedom, such as freedom of expression, freedom of belief, freedom of opinion and freedom of thought. Taking into consideration that the freedom to express all the previously mentioned shall be protected.

5. Inclusion

All ITI members shall ensure that the principle of inclusion is applied. All forms of exclusion based on discrimination or on consolidating/extending privilege shall not be accepted. The General Secretariat, General Assembly and Executive Council shall ensure that ITI worldwide is an inclusive entity that follows democratic principles and protects equality and justice among its members, facilitating equitable participation and opportunity.

6. Ethical Behaviour / Unethical Behaviour

Ethical Behaviour can be considered how individuals treat each other to create a creative and peaceful atmosphere in which they value and respect another person's dignity. It may involve mutual trust, keeping promises, tolerance, respecting diversity, justness, fairness, loyalty, kindness, etc.
Unethical Behaviour involves treating others poorly, including specific Behaviour such as sexual harassment, moral harassment, mobbing, discrimination, abuse of authority, and others. (A list of Behaviours that are considered unethical by UNESCO and other organisations is attached in the annexe.)

7. Mutual Respect

Mutual respect is crucial for smooth relations within ITI, considering the diverse backgrounds of its members. Respecting another is key for individuals and organizations. The goal is to promote a constructive atmosphere of collaboration and fairness. Behaviour that includes aggression, attacks, lies, bias, and a focus on individual or group advantage is unacceptable.

III. Conflict Resolution

If any ITI member experiences a violation of these Rules and Guidelines, there are several ways to address the issue. Some conflict resolution guidelines are outlined below. If you are unsure how to proceed, please contact the President, the Director-General, the Deputy Director-General, any member of the General Secretariat, or any member of the Executive Council. Your concerns are important and will be kept confidential.
Furthermore, if an ITI member or group conflicts with another member, group, or multiple entities within ITI, ITI worldwide offers assistance to facilitate conflict resolution. By reaching out to the aforementioned ITI members, all parties involved agree to maintain strict confidentiality regarding the issues at hand.

A. Ways Toward Conflict Resolution

Bringing two persons, a person and a group or two groups, into communication is essential for any resolution of a conflict. These are the methods through which conflicts can be addressed:

- Negotiation: This involves conflicting parties working together to find a mutually acceptable solution.
- Mediation: In this approach, the conflicting parties voluntarily engage a third party (the mediator) to facilitate discussions and aid in resolving the dispute.
- Arbitration: This entails submitting the dispute to one or more arbitrators whose decisions are binding upon the parties involved by mutual agreement.
- Legal recourse: If the methods mentioned earlier fail. Parties may choose to resort to the court system.

B. Some Approaches

Here are some approaches to handling various types of conflicts within ITI:

1. Conflict Resolution for Handling Unethical Behaviour

a) Initial attempts at resolution can be made through negotiation, mediation, or arbitration.
b) If these efforts prove unsuccessful, legal action may be pursued, ensuring strict confidentiality.
c) Any outcomes reached will be communicated to the concerned parties for appropriate action.

2. Conflict Resolution for Incompatibility

a) Conflicting parties are encouraged to address issues directly.
b) If necessary, mediation, arbitration, or legal action may be considered while maintaining strict confidentiality.
c) The results of the resolution process will be communicated to the General Secretariat for information and further appropriate action. Public announcements can be made if agreed upon by the conflicting parties.

3. Conflict Resolution in Case of Non-Social Behaviour

a) All entities within ITI are empowered to address non-social Behaviour, which may result in warning, suspension or termination of membership.
b) Legal procedures may be initiated based on the severity of the Behaviour, either by an ITI Centre or at the global level by ITI worldwide.

During the resolution process, all involved parties must maintain strict confidentiality. Results may be publicly announced by the General Secretariat if agreed upon by the involved parties.

4. Handling Illegal Activities

The same procedures outlined for unethical or non-social Behaviour apply to addressing illegal activities within ITI.

IV. Where Do These Rules and Guidelines Apply?

These Rules and Guidelines are applicable to all members and entities of ITI, including Centres, General Secretariat, Executive Council, Committees, Regional Councils, and Working Groups, among others. Regarding legal actions involving ITI worldwide, the laws of France apply. In cases where a dispute arises between two members from different countries, the legal representatives of each member must determine which international law or agreement between the two countries is applicable. For disputes involving an ITI Centre and its members or members, the laws of the Centre's country prevail. When external actions are taken against ITI worldwide or its members, the law of France governs the proceedings.

V. Annexes

To the ITI Rules and Guidelines for Ethics, Equity and Conflict Resolution

A. Universal Declaration of Human Rights.

ITI is following the Universal Declaration of Human Rights in general such as:

- Article 1: "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."
- Article 2: "Everyone is entitled to all rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty."
- Article 18: "Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance."
- Article 19: "Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers."
- Article 20: **"**Everyone has the right to freedom of peaceful assembly and association. No one may be compelled to belong to an association."

Reference: Universal Declaration of Human Rights
https://www.un.org/en/about-us/universal-declaration-of-human-rights

B. List of Unethical Behaviour

Collected from lists of such behaviour named on the website of UNESCO and other organisations:

1. Sexual Harassment

This is a behaviour characterised by the making of unwelcome and inappropriate sexual remarks or physical advances in a professional or social situation.

2. Moral Harassment Any abusive behaviour - gesture, speech, Behaviour, attitude - that affects, by repeating or systematic action, the dignity or the psychic or physical integrity of a person, putting at risk work or degrading work climate.
3. Mobbing Mobbing is a special form of moral harassment. It is a form of workplace bullying. It involves a group's Behaviour that can isolate an individual and ruin an individual and the organization's working atmosphere and working culture.
4. Discrimination This is the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, gender, sexual orientation, religious belief, or disability.
5. Abuse of Authority This abuse of power is when someone misuses his or her authority or higher position in a hierarchy to take advantage of, coerce or harm another. It can lead to different types of abuse, such as psychic, physical, financial and sexual abuse.
6. Involvement in Illegal Activities Illegal activities are those that are forbidden by law.
7. *Accepting Honours, Decorations, Favours or Remuneration* These are detrimental to the organisation's purposes and goals when they fall into the individual's professional capacity.
8. Disclosure of Confidential Documents "Disclosure" is used when it refers to both the written and oral communication of confidential information. Such disclosure includes phone conversations, communication at meetings, casual conversations, written records, etc.
9. Any similar behaviour that is detrimental to an individual or the organisation at large.
ITI Rules & Guidelines for Ethics, Equity and Conflict Resolution will come into effect after the approval of the ITI General Assembly.