



Ethical guidelines for the European Brass Band Association (EBBA)

1. Equality and inclusion

All elected officers and delegates must show respect for all people, regardless of age, gender and gender identity, religion, sexual orientation, functional ability, social status, ethnicity, or political position. We will strive to have a good gender balance and diversity in all positions and positions of responsibility. EBBA distances itself from all forms of negative discrimination and harassment and has zero tolerance for bullying.

2. Respect for the integrity and boundaries of others

EBBA shall be a safe organisation where the individual's integrity and boundaries are respected. Sexual harassment, sexually abusive behaviour and sexual abuse are never accepted. There must be a low threshold for reporting incidents where appropriate personal boundaries have not been respected and maintained.

Everyone associated with EBBA should be conscious and mindful of their relationship with social media as it relates to sharing of photos and videos. We respect personal privacy and obtain consent before photos or statements from people are published.

3. Role Understanding and impartiality

All elected officers must be aware of the power and influence they have in relation to others both inside and outside the organisation, and not abuse the trust they have by virtue of their position.

Anyone who participates in the processing of a matter by the executive committee, the music commission or other EBBA related bodies must assess their own competence in the matter. If you either have a direct conflict of interest or have a close relationship with any of the parties associated with the matter who have any self-interest in the outcome, you are deemed ineligible for selection, inclusion or participation in any aspects of the processing of the matter.

4. Responsible relationship with the use of alcohol and other drugs

Everyone in EBBA should be conscious and mindful of their relationship with the use of alcohol, and there must be zero tolerance for the use of drugs other than alcohol.

5. Financial responsibility

All work must be performed honestly, without fraudulent intent or corruption. Responsibility shall be exercised in the operation of the executive committee, the music commission, and the general meeting. All elected officers are obliged to familiarise themselves with the current guidelines for finances associated with their area of work and positions.

6. Openness, trust and confidentiality

The organisational culture of EBBA must be characterised by openness and honesty and be the basis for trust between elected officers and our partners. It is a goal that everyone in the organisation should feel confident in being able to raise small and large issues with the President or others in the organisation. EBBA shall show transparency in decisions and processes. Minutes and decisions shall be available to members and officers as defined in the EBBA constitution. When individuals or an EBBA body deals with matters that contain sensitive information, the individual or body must take all necessary steps to safeguard the privacy of the information and ensure the confidentiality of the matter is maintained.

Confirmation

All elected officers, delegates, staff and volunteers undertake to familiarise themselves with and follow the policies, regulations and instructions that apply to their position and recognise they have a personal responsibility to follow the organisation's ethical guidelines in the best possible way and strive for behaviour that maintains a high ethical standard.

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