WOMEN IN ARTS AND MEDIA E.V.

CODE OF CONDUCT

The Code of Conduct serves as the common guideline for the actions and decisions of all members of the association WAM – Women in Arts and Media e. V.

We act responsibly. We operate as a nonprofit and are mindful of our responsibility toward society and the environment. We handle finances and data with care. We adhere at all times to applicable law and contractual obligations. We respect scientific principles and protect intellectual property.

We view diversity as a strength. We respect the dignity of every person. In doing so, we value respectful, trusting, and appreciative interactions with one another, both within the association and toward third parties. Exclusionary behavior or discriminatory language based on national or social origin, race, religious affiliation or worldview, gender, sexual orientation, physical abilities, age, or parenthood will not be tolerated.

We stand in solidarity. We place a high value on strengthening one another and growing together. To this end, we share our knowledge and expertise and are committed to gender equality and good leadership. We seek to foster meaningful dialogue not only across disciplines and industries, but also between generations. We are committed to actively supporting young professionals with our experience and view intergenerational exchange as a social value.

We engage with those we interact with. We recognize that differing viewpoints are not only inevitable but also necessary for our continued growth. Confidentiality, honesty, and accountability are second nature to us. We strive to get to the root of disagreements, resolve them constructively, or accept them. Everyone shares the responsibility for jointly creating the conditions for open discussions. We encourage open dialogue and emphasize active listening.

We are not perfect. Knowing that everyone makes mistakes, we deal with them constructively—by focusing on solving specific problems and learning from mistakes for the future.

The Code of Conduct is part of the founding bylaws of WAM e. V.