



BNFN 2027 Basic Code of Conduct & Ethos

Intro

The Baltic Nordic Fringe Network (BNFN) supports independent art and a welcoming festival community. This code sets shared expectations for participation, collaboration and responding to harm across the network. We aim to provide a safe space for artists, audiences, crews, industry delegates and everyone else who enters the Fringesphere.

Who this code covers

This code applies to artists, producers, staff, volunteers, audiences, delegates, contractors, venues and partners. It covers BNFN and member festival activities, including rehearsals, performances, workshops, meetings, social events and associated online spaces. Everyone is responsible for their own behaviour. Producers and team leaders must share the code with their teams before participation and help uphold it.

Our ethos

We value creative risk and freedom of expression. Art may challenge opinions and explore difficult subjects. That freedom comes with responsibility for how we treat one another; it cannot excuse targeted abuse, harassment or hate.

We support democratic decision-making, transparent communication and a fair chance to participate. We seek varied voices in programming, leadership and partnerships, especially those historically excluded from cultural opportunities. Each festival should clearly explain its selection process and participation terms.

We practise radical kindness through everyday actions: welcome newcomers, respect boundaries and make room for different experiences. Listen when someone raises a concern. If your actions cause harm, take responsibility, apologise where appropriate and change your behaviour, even if you meant well.

Equality and accessibility

We oppose discrimination based on race, ethnicity, nationality, citizenship, religion or belief, age, disability, neurodivergence, sex, gender identity or expression, sexual orientation, body size or appearance, or social and economic background. We actively challenge prejudice, including subtle or repeated discriminatory remarks and assumptions.

Festivals should work to reduce physical, sensory, communication and financial barriers. Publish clear access information for venues and events, including available support and known limitations. Ask people what assistance they need, and welcome access requests and feedback.

Festivals should offer a free companion or carer ticket for anyone who needs assistance to attend, with clear booking information. Provide content advice and age guidance so people can make informed choices.

In short

Be kind and please be an MVP (Most Valuable Player) on and off stage! Treat others as you would like to be treated yourself and use common sense. We all work in an industry that has historically lacked in some of these areas.

Respectful conduct

Treat everyone with dignity, including when you disagree. Respect people's names and pronouns, personal space and right to decline contact or participation. Stop immediately when asked to stop unwelcome behaviour.

The following behaviour is unacceptable:

- Discrimination, slurs, hate speech or deliberately misgendering someone.
- Bullying, humiliation, intimidation, stalking, threats, violence or encouraging others to engage in these behaviours.
- Sexual harassment, unwanted sexual attention, unwelcome touching or sexual assault.
- Intrusive photography or recording, or repeated disruption that prevents others from participating.
- Using professional influence or a position of authority to pressure, exploit or silence someone.

Seek clear consent for physical contact and audience participation, and respect a change of mind. Alcohol or other substances never excuse harmful behaviour. Follow venue safety instructions; organisers may intervene when someone's behaviour creates a risk.

Privacy and care

Handle personal information responsibly. Do not misuse contact details, access information or private correspondence, or disclose someone's personal circumstances without permission. Share information only with those who need it for their role.

Respect photography and recording restrictions. Ask before photographing people closely or sharing identifiable images of them, and respect requests not to be photographed. Obtain permission from a parent or guardian before photographing a child.

Parents, guardians and responsible adults must follow supervision requirements and age restrictions. Raise concerns about a child or a person at risk promptly with the host festival.

Fair and sustainable working

Work with respect for people's time, wellbeing and agreed responsibilities. Explain fees, payments, schedules and working arrangements in advance. Raise problems early, respect boundaries and support colleagues and volunteers.

Reduce the environmental impact of festival activity where practical. Use public transport where feasible and coordinate regional touring to make journeys worthwhile. Reuse materials, limit unnecessary printing, reduce waste and favour responsible purchasing and food choices. Plan these measures with access needs and financial constraints in mind.

Raising a concern

If you experience or witness behaviour that breaches this code, speak to a festival staff member or contact the host festival through its published conduct or general contact details. You do not have to confront the person involved. Reports may concern an individual, a team or the organisation itself.

Each host festival must publish a conduct contact, an alternative contact for concerns involving that person or festival leadership, and expected response times. A staff member receiving a concern should help the person reach the appropriate contact. For activity organised by the BNFN, the organising team must identify these contacts in advance.

Share what happened, when and where, who was involved, any relevant messages or witnesses, and what support you need, as far as you feel able. You may bring a trusted person to support you. For immediate danger or urgent medical help, contact local emergency services or ask venue staff for assistance.

Responding to concerns

The responsible organiser must take reports seriously, consider immediate safety needs and explain the next steps. Handle concerns sensitively and restrict information to those who need it to assess and respond. Explain any need to share information for safety or legal reasons; do not promise absolute confidentiality.

Review the available information fairly, give those involved an appropriate opportunity to be heard, and keep anyone with a conflict of interest out of decisions. Keep a secure record and communicate progress and outcomes as appropriate, while respecting privacy.

Responses should reflect the seriousness, impact and circumstances of the behaviour. They may include a conversation, a warning, conditions on participation, removal from an event, or exclusion from future activity. Immediate protective steps may be necessary before a review is complete. Explain longer-term restrictions to the person concerned and how they can request a review.

Support and learning may help repair harm. Mediation or a restorative conversation should happen only with the freely given agreement of those affected. Nobody should be pressured to meet, forgive or reconcile with someone who harmed them. Retaliation against anyone who raises a concern or assists with a report is unacceptable.

Putting this code into practice

Member festivals are responsible for applying this code at their own events alongside their published procedures and local requirements. Festival leaders should brief staff and volunteers before each edition, make the code easy to find, and review it with feedback from their communities. Any wider BNFN response requires a separate decision by the relevant network organisers.

If you think that this document is lacking something or have other sort of feedback, please feel free to contact network coordinator Adam Potrykus: adam.potrykus@stockholmfringe.com

Thank you for taking the time to read this document.

Enjoy your Baltic Nordic Fringe Network journey!