



AFIA VALUES, CODE OF CONDUCT AND WHISTLEBLOWER POLICY

1. Afia's core values, code of conduct and whistleblower policy are aimed at all members, participants, audience at public events, workers, volunteers and collaborators/co-organizers; i.e. everyone who is involved in Afia in one way or another .

2. Afia is a non-profit association whose vision is to unite people through dance and music in the meeting with African cultural dances and street dance from the African diaspora. Afia's core principals value people's differences/similarities, community, knowledge, integrity, social/cultural responsibility and equal representation of culture/bodies and gender . We want to broaden the range of cultural expressions in Sweden as an active player with ambition to offer self-produced cultural activities and performing arts. Through these events we together build a welcoming environment where everyone involved can take part in dance and music, learn to give and take place and get an outlet for their creative abilities and to meet new cultural expressions. Thus we together develop healthy values based on democracy, respect and equality. With the possibility to meet within cultures whether it's at a dance class, dance competition, stage performance, as an audience, at clubs or during a lecture; our perspectives are broadened, and prejudices about cultures and people are reduced. Afia wants to create a welcoming environment free of prejudices, where everyone feels safe regardless of gender, ethnicity, religion, sexual orientation, age, or disability.

3. Code of Conduct

3.1 Afia does not accept any form of discrimination or harassment. Afia's core values and the equal value of all people must be respected in all contexts - no member, participant, volunteer, employee, audience or collaborator may violate these principles. In Afia 's work against discrimination, all grounds of discrimination are included: gender, gender identity, gender expression, ethnic affiliation, religion or other belief, disability, sexual orientation and age.

3.2 All people's right to their own body and life must be respected and must not be infringed upon. All detected/reported events, regardless of size, must be actively addressed.

3.3 . All suspicions of crime or violation of Afia's values are reported to the police or to a protection agent.

3.4 All Afia events are drug-free. Alcohol may only be consumed at special events under the condition that the people who consume alcohol are legally allowed to do so, and that the premises in which the event takes place has a serving permit.

4. Whistleblower Policy

4.1 In the event of which any member, employee, partner or participant/audience at Afias event suspects that there is a violation of Afia's core values and/or code of conduct, law-breaking, or other irregularities, this can be reported to afiapresents@gmail.com. Registration can also always be done to the board or a leader on site at Afia's event. Notification can be done in writing or orally.



5. Active measures

5.1 After an incident is reported as stated above, Afia will investigate the circumstances in order to investigate whether what has been reported can be substantiated. If what has been reported can be substantiated Afia will take appropriate disciplinary action depending on the seriousness of the incident and the circumstances of the individual case. Examples of such measures are; a distribution of warning; the assignment is terminated prematurely; or that the person in question is excluded from the organization. The above does not apply to suspicions of breaking the law, as all such suspicions must be immediately reported to the police for investigation and Afia in such a case will not conduct its own investigation in the initial stage. If, as having reported, you feel that you need support or guidance from those in charge within Afia in connection with, or after, reporting, there is that possibility.

5.2 Afia has ongoing conversations with members and employees about how the value base can be strengthened. Afia makes demands on all collaboration partners and questions their discrimination policy before a collaboration is undertaken, in order to protect everyone involved (members, audience, participants, workers, volunteers)

6. Preventive work

Afia strives towards an even distribution of gender and an even distribution of ethnic affiliation in different types of works by workers and management positions.

7. Change

This policy is subject to change by Board approval.