

We, Jan Martens and Klaartje Oerlemans, want to see GRIP flourish as a choreographic platform, an umbrella under which different makers develop their work. For the season 2018-2019 these artists are, alongside Jan Martens, Steven Michel, Bára Sigfúsdóttir and Michele Rizzo.

In addition, as a platform we want to effectuate positive developments within the Flemish and international dance scene, as a (co-)initiator or as a supporter.

One of these developments consists of raising awareness about and dealing with transgressive behavior and abuse of power within the arts scene.

Here too, GRIP is committed to improving the working conditions within the scene.

We take all forms of transgressive behavior very seriously and we are committed to putting an end to the (power) abuse that is unfortunately structurally embedded in our scene.

Therefore, we have a strong focus on well-being on the work floor and we commit ourselves to maintaining a safe working environment in a sustainable way.

GRIP wants to focus on a pro-active policy to prevent all forms of discrimination (based on race, ethnicity, religion, origin, gender, class, age, sexuality, physical or mental health, ...).

As a producer of various projects by the GRIP-makers, we maintain several cooperative relationships and we employ collaborators with very different statutes. Respectfully dealing with all these employees and collaborators does not only mean excluding all possible behavior (in word, image and deed) that is discriminating, sexist, racist or aggressive, but is equally about a fair treatment (artistically and business wise) of collaborators who carry out work under an economically precarious status.

Since the inception of GRIP these values have a premise, but due to the recent growth of the organization and stimulated by the events of the past year and a half, we want to anchor our commitment through various ways in our operations. We do this by putting our framework of values on paper, structurally encouraging the participation of collaborators in feedback-sessions, actively communicating about respectful behavior and by officially internalizing the procedures when it comes to complaints.

GRIP explicitly states that collaborators with a precarious status can also make use of these internal procedures irrespectively of the timeframe of the occurred event or the moment they consulted the CP's or IDEWE.

Below you can read more about our values and our concrete commitments.

Once more we emphasize we do not allow transgressive behavior at work in any form whatsoever. All complaints will be investigated - via the formal or informal procedures - and the results of these investigations will be complied. Employees or collaborators - regardless of their status or position in the organization - who appear to be (repeatedly) committing transgressive behavior will be held accountable. Possible sanctions can consist of official warnings, suspensions and a possible dismissal if the grave nature of the facts (stipulated in the employment regulations) require such action.

When the communication by any employee or collaborator involved at GRIP contains elements that incite hatred, this person will be subject to criminal prosecution. These elements consist of words, texts or images that encourage segregation, hatred, discrimination or violence.

Finally, when an investigation shows that GRIP collaborators were guilty of transgressive behavior towards other GRIP collaborators, we recognize and take on our responsibility as an employer to assist and support the people who have experienced the transgressive behavior.

Jan Martens and Klaartje Oerlemans.

Values of GRIP:

- Diversity is seen as an absolute value within GRIP, both artistically as at the office and between all collaborators.
- Everyone employed by GRIP treat each other with respect, regardless of the nature of their working relationship (managers and employees, employees at the office amongst each other, staff of the office and artistic staff, artistic staff amongst each other, etc.). The basic idea is you do not do or say anything that someone else can perceive as a violation of his/her/their dignity. You are aware about how you communicate, both in person and online.
- We all contribute to a working environment in which no form of transgressive behavior is tolerated. We understand transgressive behavior as, but not exclusively to, bullying, racism, sexism, discrimination, (passive) aggression and unwanted sexual behavior both through words or images and through actions or behaviors.
- When you experience transgressive behavior, you try to state clearly this behavior is not tolerated. If you wish, you can report this behavior to someone else, your colleague, the production manager, the directors, the confidential person(s) or our external prevention advisor at IDEWE. (see contact list labor regulations). The confidential persons and/or the external prevention advisor can help you further and start an investigation if necessary.
- When you witness transgressive behavior, you try to stop this behavior and stand up for the person who experiences this behavior. If this does not work or is not possible, you must take the responsibility to report the behavior you witnessed to the managers, the confidential persons and / or the external prevention advisor at IDEWE. (see contact list labor regulations).
- GRIP aims to create an open and transparent work culture: on the one hand decisions are communicated by the managers and discussed with the rest of the team, on the other hand bottom-up ideas are valued, discussed and implemented where possible. Feedback, conversation and development are given a prominent place in the work process, both artistically and at the office.
- The board and the management of GRIP treat freelancers and the self-employed collaborators as equals to the (fulltime) employed collaborators.
- Everyone at GRIP, irrespective of their work status (employee, freelancer in paid employment, self-employed, ...), can make use of the internal procedures regarding well-being at work via the confidential persons, the internal prevention advisor and / or the external service of IDEWE. In addition, other employees (managers, office staff, etc.) are always approachable. We all take complaints and issues seriously.
- The internal procedures remain available to all collaborators and can be used for issues that have occurred in the past, even if the people in question are no longer connected to GRIP.

GRIP engages itself in to:

- Fair and transparent working conditions for all collaborators at GRIP regardless of their status:
- * well-being of the collaborators is key
- * a fair salary:
 - all collaborators, both permanent and temporary employed, earn a salary that is equal to their job and seniority determined via the salary scales of the collective labor agreement for culture, the paritair committee nr 304 and the job descriptions described by the social fund for the performing arts.
 - self-employed collaborators (artistic and business) earn a salary based on the abovementioned conditions.
 - equal salaries regardless of gender, race, sexual orientation, nationality and disabilities.
- * transparent, fair and consistent information about rates and work conditions via:
 - orally and/or written, individual and/or collective information-sessions given by managers to all collaborators
 - welcome-brochure for new collaborators
 - oral and written explanation of the labor regulations document and new changes, updates, ...
 - sharing of the ethical codes
- * continuous awareness and vigilance about the position of the freelance artists by:
 - implementing the abovementioned engagements
 - clearly formulating and embedding agreements regarding compensations for absences due to illness, accidents at work, force majeure, termination of contracts, dismissals, ..., for temporary collaborators clearly in the labor regulation document, welcome brochures, ...

- Awareness about, and improve where possible, the ecological footprint of the organization.

- Every report of transgressive behavior is treated and examined carefully and in full confidentiality.

- We consider each report as a learning moment and engage to look together for an appropriate solution.