

9th International Dance & Ballet Festival

CODE OF ETHICAL AND PROFESSIONAL CONDUCT



**BELGRADE
2026**

For the purpose of organizing the 9th Dance & Ballet Festival, in accordance with the ratified international conventions of the United Nations and the Council of Europe, the Director of the Ballet Center “Ana Pflug” d.o.o., from Belgrade, in her capacity as organizer, on 20.8 2026., hereby adopts:

CODE

OF ETHICAL AND PROFESSIONAL CONDUCT

OF PARTICIPANTS OF THE 9th INTERNATIONAL DANCE & BALLET FESTIVAL

CHAPTER I

VISION AND APPLICABILITY

I.1 Vision and Purpose

Article 1

Participants of the 9th Ballet Festival for Children and Young People are committed to doing what is right and honorable, setting high standards for themselves and striving to meet them in all aspects of life — at work, at home, and in the service of their profession.

Article 2

This Code describes the expectations of the organizer and Festival participants and clearly expresses the ideals to be pursued, as well as the behaviors that are mandatory for everyone.

Article 3

The purpose of this Code is to create trust in the profession and help all participants become better at carrying out their professional tasks and achieving their goals, while establishing mutual understanding and the credibility of the profession.

The organizer and participants believe that they can improve their profession, both individually and collectively, by accepting this Code, and that it will help them make wise decisions, especially in difficult situations.

Article 4

Words and phrases used in the Code

Abusive behavior. Behavior that may physically injure a person or create intense feelings of fear, humiliation, manipulation, or exploitation in another person.

Conflict of interest. A situation that arises when the Organizer or Participant is faced with making a decision or doing something that will benefit themselves or another person or organization to whom they owe loyalty, while at the same time harming another person or organization to whom they owe a similar loyalty.

The only way in which conflicting duties can be resolved is to disclose the conflict of interest to those who are affected and enable them to make an appropriate decision that can then be acted upon.

Duty of loyalty. The legal or moral responsibility of an individual to promote the best interests of an organization or other persons with whom they are associated.

Expert. A person engaged in activities that contribute to the management of a project or program as part of their profession.

I.2 Persons to Whom the Code Applies

Article 5

The Code of Ethical and Professional Conduct applies to the Organizer and all Festival participants, as well as to the performers representing them.

I.3 Structure of the Code

Article 6

The Code of Ethical and Professional Conduct is divided into sections containing rules of conduct aligned with four values identified as the most important.

I.4 Values on Which the Code Is Based

Article 7

This Code establishes four most important values, namely:

- responsibility,
- respect,
- fairness,
- honesty.

I.5 Aspirational and Mandatory Conduct

Article 8

Each section of the Code of Ethical and Professional Conduct includes both aspirational rules of conduct and mandatory rules of conduct.

The aspirational rules of conduct describe behavior that the Organizer and Festival participants should strive to demonstrate.

Although compliance with the aspirational rules of conduct is not easy to assess, behaving in accordance with them is what is expected.

Article 9

Mandatory rules of conduct establish firm requirements and, in some cases, limit or prohibit freedom of conduct.

CHAPTER II

RESPONSIBILITY

II.1 Description of Responsibility

Article 10

Responsibility is the duty of the Organizer and Participants to take ownership of the decisions they make or fail to make, the actions they take or fail to take, and the consequences arising from them.

II.2 Aspirational Rules of Conduct

Article 11

The Organizer and Festival participants:

- Make decisions and take actions based on the best interests, public safety, and the environment.
- Accept only those activities that are consistent with their experience, skills, and qualifications.
- Fulfill the obligations they undertake, that is, do what they say they will do.
- When they make mistakes or omissions, correct them immediately.
- When they discover mistakes or omissions made by others, promptly notify the competent authorities.
- Accept responsibility for any problems arising from mistakes or omissions they have committed, as well as responsibility for the consequences arising from them.
- Protect confidential information entrusted to them.

II.3 Mandatory Rules of Conduct

Article 12

The Organizer and Festival participants are required to:

- Familiarize themselves with and support the regulations and laws governing their professional and voluntary activities.
- Report unethical or illegal behavior.
- Point out violations of this Code.
- Submit ethical complaints only when they are supported by facts and evidence.

CHAPTER III

RESPECT

III.1 Description of Respect

Article 13

Respect is the duty of the Organizer and Participants to demonstrate a high degree of care for themselves, others, and the resources entrusted to them. These may include people, money, reputation, and the safety of others.

III.2 Aspirational Rules of Conduct

Article 14

The Organizer and Festival participants are required to:

- Familiarize themselves with the rules and customs of others and avoid behaving in ways that they may consider discourteous.
- Listen to other people's opinions and strive to understand them.
- Behave professionally, even when others do not behave professionally toward them.

III.3 Mandatory Rules of Conduct

Article 15

The Organizer and Festival participants are required to:

- Negotiate honestly.
- Not use the power of their expertise or position to influence the decisions or actions of others in order to obtain personal benefit at their expense.
- Not behave abusively toward others.
- Respect the rights of others.

CHAPTER IV

FAIRNESS

IV.1 Description of Fairness

Article 16

Fairness is the duty of the Organizer and Participants to make decisions and act impartially and objectively; therefore, conduct must be free from competitive self-interest, prejudice, and bias.

IV.2 Aspirational Rules of Conduct

Article 17

The Organizer and Festival participants should:

- Demonstrate transparency in the decision-making process.
- Continuously examine their impartiality and objectivity by taking corrective measures when necessary.
- Ensure equal access to information for those who are entitled to that information.
- Take actions and activities that create conditions in which opportunities are equally available to all qualified candidates.

IV.3 Mandatory Rules of Conduct

Article 18

The Organizer and Festival participants are required to:

- Proactively and fully disclose actual or potential conflicts of interest.
- When they realize that they have an actual or potential conflict of interest, refrain from participating in the decision-making process or attempting to influence the outcome.
- Not directly or indirectly discriminate against other persons on the basis of sex, birth, language, race, skin color, age, pregnancy, health status or disability, nationality, religion, marital status, family responsibilities, sexual orientation, political or other beliefs, social origin, property status, membership in political organizations, or any other personal characteristic.
- Conduct the Festival without favoritism or prejudice.

CHAPTER V

HONESTY

V.1 Description of Honesty

Article 19

Honesty is the duty to understand the truth and act correctly, including in relations with others.

V.2 Aspirational Rules of Conduct

Article 20

The Organizer and Festival participants should:

- Sincerely strive to understand the truth.
- Be honest in their relations with others and in their own conduct.
- Provide accurate information in a timely manner.
- Festival participants (a Ballet School or Ballet Organization) shall timely provide the Organizer with all necessary consents from participants, or from the parents of minor participants, concerning the publication of photographs or recordings from the Festival in the media and on social networks; in the event that the submitted consents are invalid, they shall bear direct responsibility before the participants' parents and the competent authorities.
- Strive to create an environment in which others feel safe to tell the truth.

V.3 Mandatory Rules of Conduct

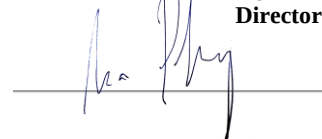
Article 21

The Organizer and Festival participants are required to:

- Not justify behavior that is intended to deceive others and that includes not only misleading statements or false statements, but also presenting half-truths, providing information out of context, or withholding information which, if known, would show the given statements to be incorrect or incomplete.
- Not act in bad faith for personal benefit or to the detriment of another.

FOR THE ORGANIZER

**Ballet Center “Ana Pflug” LLC
Director**



Ana Pflug, BSc in Sports