

## **Caravan - Guiding Principles on our expected values and behaviours**

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Caravan seeks to achieve its mission through:

- creativity,
- playfulness,
- fun, and
- learning by doing whilst supporting each other.

To ensure everyone is kept safe, and that fairness is central to our work, Caravan General Assembly has adopted the following values and behaviours (hereinafter " Guiding Principles ") for its Members and Friends. These Guiding Principles are intended to foster a culture of honesty and accountability, deter wrongdoing, promote fair and accurate disclosure and encourage a focus on ethics and risk.

These Guiding Principles outline the commitment we have made to each other. They gather 10 core values we stand for and aim to be implemented in everything we do, every day. The overall goal is to ensure that all Members and Friends strive to foster Caravan's Mission, Core Values and Commitments in an ethical manner. Caravan's Mission and objectives can be found at <https://www.caravancircusnetwork.eu/about-us/>.

Any involvement or even attempted involvement in activity and/or behaviours that contradict or could be interpreted as a contradiction to these these core values and behaviours may lead to an exclusion procedure in accordance with article 5.3 of Caravan Statutes.

No document can anticipate every situation that may arise. Accordingly, this paper, as indicated by its name, is intended to serve as a source of guidance and not absolute directives.

### **General Statement of Expectation**

All Members and Friends of Caravan must use due care and diligence in fulfilling their mission within Caravan and beyond. At all times, they must act with the highest degree of integrity, and particularly when taking decisions, they must act with impartiality, objectivity, independence and professionalism. They must refrain from any act involving fraud or corruption and/or that may exploit or cause harm to others. They are required to act in the best interests of the Caravan Network.

To continue to enjoy the freedoms needed to develop as a playful, creative and supportive network we need to ensure all Members and Friends demonstrate:

#### **Togetherness:**

- 1. Acting with honesty and integrity** - All Members and Friends must act honestly, fairly and exhibit high ethical standards in their dealings with all Stakeholders.
- 2. Demonstrating a spirit of Solidarity** - All Members and Friends must demonstrate a strong sense of belonging and solidarity, without which our Network cannot exist. Also, Caravan is part of the global youth

and social circus community. Members and Friends of Caravan must respect Caravan's partners and show solidarity when appropriate.

- 3. Showing loyalty** - Members and Friends should not be, or appear to be, subject to influences, interests or relationships that conflict with the interests of Caravan or its ability to operate for the benefit of the community as a whole.

### **Inclusiveness:**

- 4. Participating with care** - Members and Friends shall apply themselves with seriousness and diligence to participate in the affairs of our Network.
- 5. Ensuring inclusiveness** - All members and Friends of Caravan are expected to understand, accept, and value differences between people including, but non exhaustively, those:
  - of different races, ethnicities, genders, ages, religions, disabilities, and sexual orientations
  - with differences in education, personalities, skill sets, experiences, and knowledge bases
- 6. Fighting discrimination** - Caravan has a zero-tolerance policy for any kind of discrimination, harassment and violence (psychological and physical) which may take place within Caravan's activities but also in its Members and Friends' respective work.
- 7. Paying specific attention to Gender equality** - All inequalities and discriminations matter and have to be addressed, but today's reality shows the need to pay specific attention to women and girls. Caravan Members and Friends must ensure women and girls' full and effective participation as well as equal opportunities in their activities but also in their decision-making processes.

### **Protectiveness:**

- 8. Guaranteeing a child safe environment** - Children can only become empowered agents of change to improve their lives and that of their families and communities if they are safeguarded from abuse and harm of any kind, be it physical, sexual, emotional or neglect. Members and Friends are required to ensure a child safe environment where all children under the age of 18 have the rights, information and space in which they can express their views and communicate effectively with other children and adults.
- 9. Ensuring a safe space for adults at risk of abuses and/or neglect** - The same specific attention must go to all vulnerable adults at risk of, but nonexclusively, psychological, physical, sexual or financial abuses, but also all kinds of negligence. All Caravan members and Friends must ensure trust and safety in all of their activities.
- 10. Accountability** - All Caravan Members and Friends are accountable for their actions and willing to submit themselves to the scrutiny that is appropriate to their particular roles.