



CODE OF CONDUCT

THE ASSOCIATION LES 3 CONTINENTS

We, the association Les 3 Continents, do not tolerate behaviours such as harassment, discrimination, intimidation, or violence (of a racist, homophobic, transphobic, sexist, sexual, or any other nature).

Each participant in the Festival des 3 Continents and the Produire au Sud workshops, without exception, undertakes to :

- Not categorize a person or their work with an adjective that refers to gender, gender identity, sexual orientation, ethnicity, religious practice or lack thereof, physical appearance, or disability.
- Address the employees or members of the association Les 3 Continents, as well as its volunteers, in a polite and egalitarian manner, avoiding any condescending remarks or statements that could diminish a person to an object.
- Refrain from making comments about people's physical appearance or clothing.
- Refrain from making inappropriate gestures towards others. Acknowledge that flirting heavily in the workplace or at a festival can create uncomfortable or tense situations and contribute to harassment.
- Understand that the consumption of alcohol and drugs does not excuse my inappropriate words or behaviours ; rather, they are an aggravating factor.
- Respect consent. Consent must always be freely given and informed. It can be withdrawn at any time and cannot be obtained through negotiation and insistence. A single "NO" is sufficient ! Yielding is not consenting !

I witness harassment or an assault, what should I do ?

The 5D's method:

Distract

I take steps to divert the attention of the aggressor or harasser to allow the victim to leave safely.

Dialogue

I communicate directly with the person who has been assaulted or harassed, offering them a sympathetic ear and support if needed after the incident.

Delegate

I seek the assistance of a security officer or designated person to end the situation.

Direct

I step in by confronting the aggressor or harasser and reporting their wrongdoing.

Document

I collect evidence of harassment and assault without direct involvement, to support the victim later.

Who do I contact ?

If I am a victim or witness of inappropriate behaviour, I can report these incidents. My report will be heard and taken into account.

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By creating this Code of conduct, the association Les 3 Continents reaffirms its commitment to creating a respectful, inclusive, and safe environment.

All participants in the Festival des 3 Continents and Produire au Sud workshops, without exception, pledge to adhere to this Code of conduct : guests, accredited individuals, festival attendees, sponsors, partners, media, staff, volunteers, suppliers...

We collectively act to prevent and eliminate all forms of harassment, discrimination, intimidation, or violence and to build a future where everyone can thrive without fear or prejudice.

