

# GLOBAL ARTS UNITED LLC

## GENERAL POLICIES AND CODE OF CONDUCT

**Effective Date: 2025, November 17**

### **Data Protection and Privacy**

We recognize the importance of protecting the privacy and personal data of our participants. Any personal information collected during the application process or throughout the program will be used solely for the purpose of facilitating your participation in the program, including but not limited to, travel arrangements, accommodation, and emergency contact purposes. We are committed to complying with applicable data protection laws, including the General Data Protection Regulation (GDPR) for participants from or in the European Union. We will take all reasonable measures to ensure that personal data is processed lawfully, fairly, and securely, and will not be shared with third parties without your explicit consent, except as required by law or as necessary for the purposes of the program. Participants have the right to access, rectify, or erase their personal data, subject to applicable legal exceptions. For any concerns or requests regarding your personal data, please contact us.

### **Special Needs and Non-Discrimination Policy**

Global Arts United LLC (GAU) is committed to inclusivity and diversity, welcoming participants from all backgrounds. We strive to use facilities that are accessible, but it's important to note that not all locations we visit may be wheelchair accessible. Participants with special needs are encouraged to discuss their requirements with us in advance so we can make every effort to accommodate them. However, due to the varied nature of the venues we utilize across different cities, we cannot guarantee full accommodation for all accessibility needs. Some venues are historic buildings with structural limitations that cannot be altered.

Global Arts United LLC does not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, gender identity, sexual orientation, marital status, age, disability, or veteran status.

Global Arts United LLC reserves the right to dismiss any participant from its programs at any time, with no refund, for any reason whatsoever. Reasons for dismissal may include, but are not limited to, disorderly conduct, violation of program rules, breaking local, state, or federal laws, or

failure to adhere to the rules and regulations of the venues and institutions visited during the program.

## **Code of Conduct**

Global Arts United LLC (GAU) is committed to providing a safe, inclusive, and respectful environment for all participants, faculty, staff, and community members. This Code of Conduct outlines our expectations for behavior, as well as the consequences for unacceptable conduct.

### **1. Respect for All:**

Participants are expected to act with respect toward others, regardless of race, color, ethnic origin, national origin, political belief, religion, sex, gender identity, marital status, sexual orientation, disability, age, or veteran status. Harassment, discrimination, and bullying are strictly prohibited.

### **2. Professionalism and Ethics:**

Participants should conduct themselves in a professional and ethical manner at all times. This includes adhering to the highest standards of integrity in all activities associated with the GAU program.

### **3. Faculty–Participant Professional Boundaries:**

Romantic or sexual relationships between GAU faculty, staff, or contractors and participants are not permitted during the FEST. Any pre-existing relationship must be disclosed to GAU prior to the start of the program. Between participants, any romantic or intimate interaction must be fully consensual. Any non-consensual behavior will result in immediate dismissal. Violations of this policy may result in removal from the program without refund.

### **4. Compliance with Laws:**

Participants must comply with all local, state, national, and international laws while participating in GAU programs. This includes, but is not limited to, laws regarding drugs, alcohol, public behavior, and the use of personal identification.

### **5. Substance Abuse:**

The use of illegal drugs and the abuse of alcohol are strictly prohibited during the program. Participants must adhere to the legal drinking age regulations of both the host country and their home country.

### **6. Safety and Health:**

Participants are responsible for their own health and safety and must follow all guidelines and procedures established by GAU to protect the well-being of all participants and staff.

**7. Property and Environment:**

Participants must respect the property of others, including GAU materials, accommodations, instruments, equipment, and facilities. Vandalism, theft, or any form of property damage is unacceptable. Participants may be held financially responsible for any damage they cause to venues, accommodations, or equipment.

**8. Participation and Engagement:**

Participants are expected to actively engage in the program and attend scheduled activities, workshops, rehearsals, and events, except in cases of illness or emergency.

**9. Social Media and Public Representation:**

While sharing experiences on social media or other platforms, participants should represent GAU positively and refrain from posting content that could harm the reputation of participants, the organization, its partners, or its members.

**10. Reporting Misconduct:**

Participants are encouraged to report any instances of misconduct or violations of this Code of Conduct to GAU's CEO, Diogo Carvalho, or to any designated GAU team member. All reports will be taken seriously and investigated promptly. Contact information for reporting concerns will be provided before the start of the program.

**Consequences of Unacceptable Behavior:**

Violation of this Code of Conduct may result in disciplinary action, up to and including dismissal from the program without refund. GAU reserves the right to take any action deemed necessary and appropriate—including immediate removal from the program—to ensure the safety and comfort of all participants.

**By participating in a GAU program, you agree to abide by this Code of Conduct and support a positive, respectful, and professional environment for everyone involved.**