MUNICH GERMANY

Code of conduct to prevent abuse of power and assault

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The #metoo debate has triggered internal debates among the heads of the cultural department of Munich. We have decided to complement the city-wide rules of conduct with a brochure. It is intended to raise awareness about abuse of power, violations, discriminations or sexual harassment. We can only fight it if we provide definitions and challenge behaviour. We focus on prevention and we act where the situation requires it.

Abuse of power and assaults create an intimidating, stressful and degrading work environment and can lead to serious health problems for those affected. Sexual harassment in particular can have considerable consequences under employment or service law and can also be prosecuted under German criminal law.

**IMPACT**

- The objectives of the code of conduct were to give a public statement to prevent misuse of power or assaults, clarify that any case will be accepted and persons concerned will be taken seriously and will receive support, as well as express the importance of a climate of trust and fairness
- The printed brochure has been distributed to all staff members to raise awareness, and several workshops were organised for interested staff members to present and discuss the contents of the brochure.
- The brochure was brought to the attention of all employees of the Cultural Department. It is to be used for staff meetings, information events, service meetings and workshops. All managers, staff positions and staff councils in the cultural department have completed a mandatory training on the General Equal Treatment Act.

**NEXT CHALLENGES**

The Cultural Department is sending a clear signal that abuse of power, border violations and sexual harassment will not be tolerated.

The head of the department will conclude target agreements with the responsible managers in order to adapt the funding guidelines accordingly.