



The Iceland Symphony Orchestra's Policy

**AGAINST BULLYING, GENDER-BASED OR SEXUAL
HARASSMENT, AND VIOLENCE IN THE WORKPLACE**

The Iceland Symphony Orchestra's policy and response procedure are made in accordance with Article 38 of the Act on Working Environment, Health, and Safety in Workplaces, no. 46/1980, and in accordance with the Regulation on Measures against Bullying, Sexual Harassment, Gender-based Harassment, and Violence in Workplaces, no. 1009/2015.

Objectives

The objectives of the policy are to prevent bullying, harassment, and violence from occurring in the workplace and to ensure that resources are available should a staff member believe themselves to have been the victim of such a violation.

Guidelines

- Bullying, gender-based or sexual harassment, and violence are prohibited by law and are not tolerated in the workplace.
- Staff members are forbidden to bully, harass (in either a sexual or a gender-based manner), or use violence against members of staff.
 - It is the responsibility of all staff members to prevent bullying and other inappropriate forms of behavior, both through their own actions and by reporting such behavior to individuals specified in the response procedure.
 - It should be born in mind that an individual might be unaware that their behavior is inappropriate. It is therefore important that staff members set boundaries and, if they find the behavior objectionable, communicate this clearly. If an individual does not trust themselves to speak to the party in question directly, they should seek assistance from management and, depending on circumstances, report the incident.
 - This applies both to interactions between staff members and to interactions between staff members and outside persons with whom they have contact in connection with their work.
 - This applies to interactions that take place in the workplace, i.e., a place, in or out of doors, where a staff member spends their working hours or a place they must frequent because of their work. It also applies to interactions that take place over the phone, computer, or through other telecommunications devices, at workplace or union functions, and on work-related trips. The ISO also has the right to

- refer to incidents occurring outside the workplace (or outside the aforementioned situations) and fall under with these rules, should the Human Resources Manager consider them likely to impact the relationship between individuals in the workplace. Such incidents are then considered to fall under the jurisdiction of these rules.
- All matters are to be handled in accordance with the response procedure.
 - False accusations of bullying, harassment, or violence will be dealt with appropriately.
 - If a staff member believes themselves to have been the victim of bullying, harassment, or violence, or if they consider themselves to have witnessed such behavior, they should report it so that appropriate measures can be taken.
 - Complaints or observations should be directed to the complainant’s immediate superior, to the Human Resources Manager, or to the Managing Director. If the complaint or observation involves their immediate superior, the complainant may turn to the Managing Director or to the Human Resources Director. If the complaint or observation involves to the Managing Director, the complainant may turn to their immediate superior, to the Human Resources Director, or to the Chair of the ISO Board of Directors.
 - The Human Resources Manager is responsible for the ISO’s response procedure.

Definitions

The term “staff members” refers to all individuals working for the Iceland Symphony Orchestra, whether they are directly employed by the orchestra, hired for specific projects, engaged as guest conductors, or working as contractors or subcontractors.

What is bullying, sexual harassment, gender-based harassment, and violence?

- **Bullying:** Repeated behavior that is generally intended to cause pain to the person at whom the behavior is directed. Examples include belittling, offending, hurting, or threatening the individual, or causing them fear. Conflicts due to differences of opinion or due to opposing interests do not fall into this category.
- **Gender-based harassment:** Behavior specifically related to the sex or gender of the person at whom the behavior is directed, and which is unwelcome to them, the purpose or result of which is to disrespect the person and to create circumstances that are threatening, hostile, demeaning, humiliating, or offensive to the person.
- **Sexual harassment:** Any form of sexual behavior that is contrary to the wishes of the person at whom the behavior is directed, the purpose or result of which is to disrespect the person, particularly when the behavior leads to threatening, hostile, demeaning, humiliating, or offensive circumstances. The behavior can be verbal, symbolic, and/or physical.
- **Violence:** Any behavior that leads to, or could lead to, physical or emotional harm or suffering for the person at whom the behavior is directed, including threatening to engage in such behavior, coercion, or arbitrary deprivation of liberty.

For more details, see Regulation no. 1009/2015:
[REGULATION 1009 2015 - FINAL.pdf \(government.is\)f](#)