



EZEKIEL MANAGEMENT

SOCIAL PRINCIPLES

Juli 2025

These social principles of interaction are jointly developed values and attitudes that operate below the threshold of legal requirements. They are self-imposed commitments and prohibitions that lead to the consequences outlined in Section 8 of this Code of Conduct if violated.

Any form of harassment, discrimination, or violence has no place within the sphere of Ezekiel Management.

Our interactions should be as free as possible from boundary violations, abuse, and misuse of power — in direct encounters as well as in digital spaces, on stage, in the studio, or at events.

We actively take a stand against sexism, racism, antisemitism, classism, ableism, and LGBTIQ+ hostility. In doing so, we explicitly acknowledge the intersectionality of different forms of discrimination. We are aware that multiple and overlapping forms of discrimination can cause particularly deep harm and exclusion — and we act with corresponding sensitivity.

A person's boundaries are non-negotiable. In case of doubt, we ask, we listen, and we act with consent — even when situations feel ambiguous.

Conflicts are not incompatible with a respectful environment and work culture. We see them as a natural part of relationships and development. We address tensions in a solution-oriented and appreciative manner — and, if needed, seek external support when we cannot resolve them internally.

We are committed to a culture of equality, inclusion, diversity, and respect. Every person who works, performs, or participates within the context of Ezekiel Management shares responsibility for creating an environment that is sensitive to discrimination, free from violence, reflective, and based on solidarity — regardless of their role, visibility, or position of power.

No means no. Yes means yes. Maybe does not mean yes. Consent is not a negotiation — it is the foundation of every form of respectful interaction. This applies to physical encounters as well as to communication, closeness, collaboration, and creative processes. When in doubt, we ask. And when we cross a boundary, we take responsibility.

We assess discrimination, harassment, and violence based on the subjective experience of the affected person. We do not dismiss or question others' negative experiences but remain aware of our actions and respond to situations guided by this Code of Conduct — with reflection, openness, and empathy.