

Safeguarding Policy – ZOART

1. Legal framework and commitment

ZOART is a non-profit organisation (ASBL) governed by the Belgian Code of Companies and Associations (CSA).

Within this framework, the organisation is committed to upholding fundamental human rights, including dignity, equality, non-discrimination, and personal safety.

ZOART implements a safeguarding policy aimed at preventing any form of violence, abuse, harassment, or discrimination within its artistic, cultural, and educational activities.

2. Scope of application

This policy applies to:

- All supported artists
- Participants in workshops, programmes, and festivals
- Staff members and contractors
- Institutional and cultural partners
- Audiences attending ZOART activities

3. Guiding principles

ZOART applies the following principles:

- Respect for the dignity, integrity, and fundamental rights of every individual
- Zero tolerance towards any form of violence, harassment, abuse, or discrimination
- Equal treatment and inclusion regardless of gender, origin, age, or any other status
- Strict confidentiality in handling reports
- Shared responsibility between the organisation and its partners

4. Prevention and good practices

ZOART implements preventive measures adapted to its cultural activities:

- Careful selection of partners and contributors aligned with organisational values
- Clear contractual and operational frameworks for all activities
- Particular attention to vulnerable groups, especially young participants in workshops
- Ongoing awareness of safeguarding, ethics, and inclusion within the team
- Integration of safeguarding principles into project design and implementation

5. Reporting procedure and contact point

Any person involved in ZOART's activities may report inappropriate behaviour, risk situations, or any form of abuse, harassment, or discrimination.

All reports are handled with confidentiality, impartiality, and due diligence.

Reports can be made directly to:

ZOART Safeguarding Contact

Name: Bouchra Hbali (Director)

Email:

bouchra@zoartmusic.com

Phone: +32 485 445 418

Principles applied:

- Confidential and timely handling of all reports
- Protection of whistleblowers from retaliation
- Assessment of facts and implementation of appropriate measures (mediation, warning, exclusion, or other necessary actions)

6. Governance and responsibility

The implementation of this policy is the responsibility of ZOART's director, under the supervision of the organisation's Board of Administration (Organe d'Administration).

The policy is embedded in organisational practice and may be updated in line with legal developments or changes in activities.

7. Compliance

ZOART complies with all applicable Belgian legal obligations relating to employment law, antidiscrimination, protection of minors, and personal safety, as well as relevant sectoral best practices in the cultural field.