



Code of conduct

The purpose of this charter is to define the fundamental values and ethical principles to which all Nessij members, partners, employees and collaborators commit themselves. It is essential to guarantee collaborations based on respect, integrity, and security for all.

Nessij, which means “web” in Arabic, is a collective founded in 2023 by a group of Tunisian artists and art workers whose aim is to support and promote the Tunisian artistic and cultural scene internationally. Against the backdrop of artistic and creative vitality in the country, and at a time when border policies are reinforcing the already prevalent isolation of the art scene and its members, Nessij aims to facilitate the mobility of artists, their works, and cultural workers, as well as to strengthen exchanges and solidarities between different artistic scenes, particularly among those in the Global South.

1. Commitment to Safe Spaces

A safe space is an environment where all individuals involved feel secure, respected, and free to express themselves without fear of judgment, discrimination, or violence.

The following principles apply:

- Respect for the physical and moral integrity of all individuals.
- Commitment to a policy of inclusion and non-discrimination based on:
 - Gender
 - Religion or beliefs
 - Sexual orientation
 - Nationality
 - Ethnicity
 - Physical appearance
 - Disability (physical or mental)

- Social or economic background

2. Financial and Partnership Transparency

Each party commits to transparency regarding the nature and source of their funding.

In the context of a joint project, the list of partners and collaborators must be clearly communicated.

Nessij reserves the right to terminate a collaboration if these transparency principles are not respected.

3. Commitment of Residency Spaces

Residency spaces must ensure:

- Safe and healthy living and working conditions, in accordance with the descriptions provided beforehand by the establishment
- Appropriate assistance aligned with the capacities announced
- The availability of a trusted person to receive and handle reports of harassment or physical, sexual, verbal, or psychological abuse in a safe manner
- A proactive and supportive response in cases of discomfort or physical or psychological danger

4. Commitment of Selection Committees for Residencies

Nessij does not participate in selection committees for open calls.

Each jury member designated to evaluate applications for *Nessij*'s residency programs commits to:

- Conducting a non-discriminatory and inclusive selection process that respects *Nessij*'s core values
- Ensuring fair and equal treatment of applications based on the eligibility criteria and application conditions
- Abstaining from any form of favoritism or nepotism toward applicants

5. Commitment of Patrons and Financial Contributors

Any individual or organization providing financial support in any form (donation, grant, subsidy, etc.) to *Nessij*'s programs commits to:

- Respecting the terms of their agreement with *Nessij*
- Refraining from any interference in the programming and management of projects defined by *Nessij* and its partners, as well as in the selection process of candidates
- Abstaining from any abuse of power in the context of their financial support

6. Prohibited Behaviors

The following behaviors are strictly prohibited:

- Any form of discrimination based on the criteria mentioned above
- Threats, harassment (including online harassment), and violence:
 - Physical
 - Sexual
 - Verbal
 - Psychological
- Abuse of power

7. Responsibilities of Residents and Collaborators

Residents and collaborators commit to:

- Respecting the laws and regulations in force in partner countries and spaces
- Adhering to the internal rules of residency spaces or other partner venues
- Demonstrating moral and professional integrity in their interactions with partners and collaborators

8. Consequences of Violations

In the event of non-compliance with these rules, *Nessij* reserves the right to immediately terminate the collaboration or partnership.

During events or activities organized by *Nessij*, individuals exhibiting prohibited behaviors as listed above will be required to leave immediately.

In the case of serious violations, the association reserves the right to:

- Report the facts to the competent local authorities
- Publish a report to ensure transparency about the situation

9. Signature and Commitment

Any person or entity involved with the association must sign this charter to confirm their commitment to its principles. This signature serves as an agreement to act in accordance with the values of respect, integrity, and responsibility upheld by *Nessij*.

By implementing this charter, we affirm our commitment to creating an inclusive, transparent, and ethical framework for work and collaboration for all.