

Report on the Code of Conduct of the INTRACOMP Project

Aris Papadopoulos, Evi Pappa, Maria Samartzi, Nancy Tryfonopoulou

Report on the Horizon Europe project INTRACOMP:

[Intercultural and Transcultural Competence Through Collaborative Cultural Expression]

Report on the Code of Conduct of the INTRACOMP Project

Aris Papadopoulos¹, Evi Pappa¹, Maria Samartzi¹, Nancy Tryfonopoulou¹

¹LATRA EE, Greece

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Abbreviations	
AA	Accessibility Act
AI	Artificial Intelligence
ALLEA	All European Academies (European Code of Conduct for Research Integrity)
CRPD	Convention on the Rights of Persons with Disabilities
ECRI	European Commission against Racism and Intolerance
EMP	Ethics Management Plan
GDPR	General Data Protection Regulation
IC	Intercultural Competence
ITC	Intercultural and Transcultural Competence
LGBTI	Lesbian, Gay, Bisexual, Transgender, and Intersex
REA	European Research Executive Agency
TC	Transcultural Competence
UN	United Nations
UNESCO	United Nations Educational, Scientific, and Cultural Organization
VR	Virtual Reality
W3C	World Wide Web Consortium
WCAG	Web Content Accessibility Guidelines
WP	Work Package

Table 1: List of abbreviations

Preface

Message from the Project Coordinator

Interculturalism is messy.

Transculturalism is even more messy.

This messiness inevitably provokes points of tension: we continually interpret and reinterpret each other's signals, sense and incense each other's thoughts, antagonize and agonize each other's deliberations. This is because intercultural and transcultural encounters are, by their very nature, teasingly unpredictable.

As with all adventures in democracy, INTRACOMP presents us with sticky relationships: the opportunity to be disoriented, disrupted, and the opportunity to reconsider and reconcile. We cannot (and should not) hope to remain comfortable within all of our encounters in this endeavour. But we do want to feel emboldened to try and try again.

As we all swing from collaborative trapeze to collaborative trapeze, it is good to know that we have this safety net to fall back into. We can only experience the beautiful risk of collaborative research when we establish ladders to trust. Our Code of Conduct, therefore, brings awareness to each other's vulnerabilities, as rungs on these ladders. The following pages provide an easily accessible, clearly structured, sensitively expressed, and meticulously relevant set of procedures; not to mitigate tension, but to enable us to survive it together.

1. Introduction

1.1 Call to Action: A daily practice of care and courage

The INTRACOMP Code of Conduct is more than a formal policy; it is an invitation to each contributor, artists, educators, researchers, and community partners, to co-create a culture rooted in care, courage, and mutual responsibility. Its strength lies not only in its written principles but in how those principles are embodied in everyday actions: how we listen, share space, navigate conflict, and represent one another. In a transnational and transdisciplinary setting such as INTRACOMP, this ethical grounding is essential for building trust and achieving meaningful collaboration.

We invite every contributor to champion this Code of Conduct not only as a guiding framework but as a living commitment, a practice of care in how we relate, and a practice of courage in how we challenge exclusion, bias, or injustice when it arises. Whether through inclusive workshop design, ethical storytelling, or informal conflict resolution, each action in alignment with the Code of Conduct reinforces the inclusive future INTRACOMP envisions.

Let this Code of Conduct be present in conversations, rehearsals, fieldwork, emails, and performances. Let it inform our choices, shape our structures, and inspire our creativity. It belongs to all of us, and it is made real by our shared commitment to uphold it.

1.2 Rationale of the Code of Conduct

The INTRACOMP project operates at the intersection of education, performing arts, cultural transformation, and policy change across highly diverse communities. As such, it requires a strong ethical foundation that ensures all participants—regardless of their cultural background, education level, geographic location, or social status—are respected, heard, and valued. This Code of Conduct is not merely a set of rules; it is a shared commitment to fostering an inclusive, equitable, and reflective environment that supports the project’s overarching aim of developing intercultural and transcultural competence through collaborative cultural expression.

The rationale for this Code of Conduct stems from the understanding that collaboration within such a transdisciplinary and transnational consortium must be underpinned by mutual respect, sensitivity to power dynamics, and active awareness of the diverse lived experiences brought by all involved. Participants in the INTRACOMP project, artists, educators, researchers, youth, migrants, Indigenous groups, and policy stakeholders, bring with them varying cultural, linguistic, and social perspectives. The Code of Conduct acknowledges that these differences are not barriers to overcome, but assets that enrich the co-creative process and enhance the development of lifelong learning competencies in cultural awareness and expression.

Furthermore, the project operates within both local and global contexts marked by ongoing challenges: systemic inequality, discrimination, forced migration, geopolitical threats, and climate-induced displacement. Within this backdrop, the Code of Conduct offers guiding principles for ethical engagement, addressing the need to create safe spaces where all individuals can participate fully and authentically. It explicitly outlines

expectations for fair communication, inclusive representation, and respectful digital and physical interactions.

This Code of Conduct is also intended as a living document: adaptable, reflective, and informed by continuous learning and dialogue within the consortium. It supports INTRACOMP's ambition to not only build an impactful competence framework but to model the values of inclusion, co-responsibility, and cultural dialogue it seeks to promote. By articulating these values through clear, actionable standards, the Code of Conduct helps lower participation barriers and empowers all stakeholders, internal and external, to engage with the project in meaningful, dignified, and transformative ways.

1.3 Alignment with INTRACOMP's mission

The INTRACOMP project seeks to advance Intercultural and Transcultural Competence (ITC) through collaborative cultural expression in education and the performing arts. At its core, the project embraces diversity, inclusion, co-creation, and co-determination as essential tools for social cohesion and lifelong learning. This Code of Conduct aligns directly with that mission by translating INTRACOMP's values into clear ethical standards for communication, collaboration, and representation.

INTRACOMP's mission is built on the belief that meaningful engagement across cultural and social differences fosters greater understanding, empathy, and shared creativity. The Code of Conduct supports this by creating a framework for respectful interaction, ensuring that all voices, particularly those from underrepresented or marginalized groups, are heard and valued. It promotes equitable participation across varying educational backgrounds, life experiences, and cultural contexts, thus enabling the ITC framework to emerge from truly diverse and inclusive practices.

In addition, INTRACOMP explores how the arts can challenge exclusion and cultural hierarchies. The Code of Conduct complements this aim by establishing guidelines for ethical storytelling, inclusive media representation, and collaborative practices that avoid appropriation or stereotyping. It ensures that digital platforms and communication tools used in the project reflect INTRACOMP's commitment to accessibility, fairness, and sustainability. By offering a shared ethical foundation, the Code of Conduct reinforces the mission of cultivating reflective, inclusive, and socially responsive environments of learning and practice, both within and beyond formal

education. It also provides a practical mechanism for addressing conflicts, ensuring accountability, and supporting continual learning across the consortium.

This Code of Conduct serves not only as an internal policy but as an expression of INTRACOMP's broader vision: to build bridges across cultures and generations, and to empower individuals and communities through ethical and transformative cultural engagement.

1.4 Reference to Legal and Ethical Frameworks

The INTRACOMP Code of Conduct is grounded not only in the project's values but also in established international legal and ethical frameworks that guide responsible research, communication, and cultural engagement. These frameworks provide essential standards for protecting human rights, ensuring data privacy, and promoting equity and inclusion across all project activities.

One of the most central frameworks is the General Data Protection Regulation (GDPR)¹, which governs the handling of personal data within the European Union and beyond. All project partners must comply with GDPR, as well as the INTRACOMP Joint Controller Agreement², which outlines shared responsibilities for data processing within the consortium when collecting, storing, or sharing personal information, including names, images, recordings, and personal narratives. This includes securing informed consent, limiting data access, and providing individuals with the right to review or withdraw their information.

The ALLEA European Code of Conduct for Research Integrity³ offers guidance on honesty, transparency, accountability, and fairness in scholarly work. INTRACOMP follows these principles in all research-related activities, including co-authorship, data collection, and dissemination. Additionally, the UNESCO Universal Declaration on Cultural Diversity⁴ and the UNESCO Recommendation on the Ethics of Artificial Intelligence⁵ underpin the project's commitments to cultural rights, equitable

¹ <https://eur-lex.europa.eu/eli/reg/2016/679/oj>

² Available in the INTRACOMP Teams shared files: WP8 MANAGE the INTRACOMP project → Agreements → Joint Controller Agreement

³ <https://allea.org/code-of-conduct/>

⁴ <https://www.unesco.org/en/legal-affairs/unesco-universal-declaration-cultural-diversity>

⁵ <https://www.unesco.org/en/articles/recommendation-ethics-artificial-intelligence>

representation, and the protection of vulnerable groups. Other relevant frameworks include the UN Convention on the Rights of Persons with Disabilities (CRPD)⁶, the UN Declaration on the Rights of Indigenous Peoples⁷, the UN Convention on the Elimination of all forms of Discrimination Against Women⁸, and national equality laws across partner countries.

Complementing this, the INTRACOMP Ethics Management Plan (D8.3) offers a practical and evolving framework for ethical decision-making across the project. Developed under Task 8.4 and led by Nord University, the EMP provides guidance on ethics approvals, risk assessment, data protection, and working with vulnerable groups. It supports implementation of the Code of Conduct by offering tools, templates, and support mechanisms, such as informed consent forms and an internal Ethics Advisor (Runa Hestad Jenssen), to address real-world ethical questions and dilemmas. Together, the Code of Conduct and EMP form a coherent ethical infrastructure: the Code of Conduct defines shared values and standards, while the EMP enables their practical application across diverse cultural and research contexts.

These legal and ethical instruments inform the implementation and enforcement of the INTRACOMP Code of Conduct, ensuring that all project activities are not only ethically sound but also compliant with recognized standards of justice, dignity, and human rights.

1.5 "The Code of Conduct at a glance"

INTRACOMP's "The Code of Conduct at a glance" is a tool designed for easy reference by all stakeholders, including non-experts and community participants. It presents the INTRACOMP Code of Conduct as a checklist of key principles and actions aligned with the structure of the full Code of Conduct.

Core values

- ☐ Respect intercultural and transcultural differences
- ☐ Promote equity, fairness, and social justice

⁶<https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd>

⁷ <https://www.ohchr.org/en/indigenous-peoples/un-declaration-rights-indigenous-peoples>

⁸ <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women>

- ☐ Embrace intersectionality and complexity in identities
- ☐ Balance creative freedom with responsibility
- ☐ Act sustainably, socially, culturally, and environmentally

Inclusive communication

- ☐ Use clear, inclusive, and jargon-free language
- ☐ Provide multilingual and multimodal content where possible
- ☐ Ensure accessibility across all formats and platforms
- ☐ Honour educational and cultural diversity in how knowledge is shared

Ethical representation & storytelling

- ☐ Obtain informed consent before sharing stories or images
- ☐ Avoid stereotypes, simplifications, or cultural appropriation
- ☐ Credit all contributors fairly, individuals and communities
- ☐ Prioritise agency and dignity in all forms of narrative

Safe(r), supportive spaces

- ☐ Foster respectful dialogue and active listening
- ☐ Uphold non-discrimination and anti-harassment policies
- ☐ Recognise and address power imbalances
- ☐ Offer informal conflict resolution pathways when appropriate

Digital conduct & safeguarding

- ☐ Use social media responsibly and ethically
- ☐ Moderate online interactions to ensure safety and inclusion
- ☐ Follow GDPR and privacy laws when handling personal data
- ☐ Train teams in digital safeguarding practices

Collaborative integrity

- ☐ Encourage ethical co-creation with underrepresented groups
- ☐ Recognise both intellectual and cultural contributions
- ☐ Design inclusive, equitable, artistic, and educational processes
- ☐ Share authorship and decision-making transparently

Accountability & implementation

- ☐ Know how to report a breach confidentially and without retaliation
- ☐ Designate ethics contacts within each organisation
- ☐ Respond to breaches with fairness and a learning mindset
- ☐ Evaluate the Code of Conduct regularly and improve based on feedback

✔ Everyday actions checklist

- ☐ Do I speak and listen with respect in intercultural settings?
- ☐ Am I using accessible, inclusive language and formats?
- ☐ Have I obtained consent for any personal story or image I share?
- ☐ Are all collaborators credited fairly for their work?
- ☐ Do I consider who may feel excluded from a conversation or decision?
- ☐ Have I reflected on my own position and potential bias?
- ☐ Am I upholding the Code of Conduct in both physical and digital spaces?

We invite all INTRACOMP participants to uphold this Code of Conduct not only as a document, but as a daily practice of care and courage. Let it guide us in how we work, create, and relate—now and into the future.

2. Purpose and scope

2.1 Objectives of the Code of Conduct

The primary objective of the INTRACOMP Code of Conduct is to establish a clear, shared framework that supports respectful, inclusive, and equitable collaboration across the project's diverse participants and stakeholders. Rooted in the project's mission to foster Intercultural and Transcultural Competence (ITC), the Code of Conduct ensures that all interactions, within the consortium and with external communities, are guided by ethical principles and mutual respect.

A key aim of the Code of Conduct is to lower barriers to participation by addressing potential inequalities linked to culture, language, education, geography, or social identity. It promotes practices that acknowledge and accommodate these differences rather than overlook them. This includes the use of inclusive language, accessible communication formats, and culturally sensitive engagement strategies. Another objective is to protect the integrity of the collaborative process, particularly in creative

and educational settings. The Code of Conduct outlines expectations for how ideas, identities, and artistic contributions are to be shared, credited, and discussed. It safeguards against discrimination, exploitation, and stereotyping, especially when working with vulnerable or marginalised communities.

The Code of Conduct also aims to foster a safe and supportive environment, physically, emotionally, and digitally. By providing guidance on appropriate behaviour and setting procedures for addressing conflict or misconduct, it helps build trust and accountability across the project. The Code of Conduct serves as a practical tool to embed INTRACOMP's values into daily practice. It ensures consistency in ethical standards across all project activities, from policy development and co-creation workshops to media communication and public storytelling. The Code of Conduct supports the successful delivery of INTRACOMP's goals by fostering an environment in which diversity is respected, dialogue is encouraged, and ethical collaboration thrives.

2.2 Who should follow this Code of Conduct

This Code of Conduct applies to all individuals and organisations involved in the INTRACOMP project, both directly and indirectly. It is a binding ethical framework for anyone who contributes to, participates in, or represents the project, ensuring that all engagement aligns with INTRACOMP's commitment to equity, inclusion, and intercultural respect.

Consortium members: All project partners, researchers, educators, artists, administrators, and affiliated staff are expected to adhere to the Code of Conduct in their daily work, communications, and collaborations. This includes participants from academic institutions, cultural organisations, NGOs, and other partner entities across Europe and the Global South.

Project participants: Individuals taking part in INTRACOMP's educational and artistic activities, such as learners, performers, and community members, are also encouraged to follow the Code of Conduct. While they may not be formal partners, respectful engagement is essential to maintaining an inclusive and safe space for cultural dialogue.

External stakeholders: Journalists, policymakers, funders, and invited collaborators who interact with the project, whether through interviews, events, or dissemination activities,

should respect the values and principles outlined in the Code of Conduct, especially in terms of representation and communication.

Online audiences and contributors: Given INTRACOMP's active presence on digital platforms, anyone engaging with its content through websites, social media, or virtual events should also be aware of the Code of Conduct. Project-managed accounts will actively promote respectful discourse and moderate contributions to prevent harm.

By identifying all relevant actors and settings, physical and digital, the Code of Conduct ensures a consistent and inclusive ethical approach. Regardless of role, location, or background, all contributors to INTRACOMP are responsible for helping build a culture of mutual respect, shared learning, and creative equity.

2.3 Definitions and terminology

To ensure clarity and shared understanding across INTRACOMP's diverse participants and contexts, the following key terms are defined as they are used within this Code of Conduct. These definitions support consistent interpretation and application of the Code of Conduct's principles.

Accessibility: The practice of ensuring that all individuals, regardless of physical, cognitive, linguistic, or technological ability, can access, understand, and participate in project activities and communications.

Co-creation: A collaborative process in which all participants contribute knowledge, experiences, and ideas equally to create shared outcomes. In INTRACOMP, this includes artistic, pedagogical research, and policy-related outputs.

Creative freedom: The liberty to explore diverse artistic expressions, ideas, and methodologies without undue censorship or restriction, balanced with ethical responsibility towards participants, communities, and cultural contexts.

Cultural diplomacy: The practice of using arts, culture, and creative exchange as a means of fostering mutual understanding, trust, and collaboration across borders. In INTRACOMP, cultural diplomacy supports dialogue between diverse communities, strengthens intercultural and transcultural relationships, and contributes to addressing social and political challenges through cultural engagement.

Diversity: The presence and recognition of difference across various dimensions, including but not limited to ethnicity, nationality, gender, age, disability, language, religion, sexual orientation, education, and lived experience. Diversity is a strength that enriches collaboration and learning.

Environmental and social sustainability: Practices that support ecological balance and social well-being, ensuring that project activities do not harm the environment or exploit communities, and contribute positively to long-term resilience.

Equity: Ensuring fair treatment, access, opportunity, and advancement for all people, while striving to identify and eliminate barriers that have prevented the full participation of some groups. Equity is distinct from equality, which means providing the same to all; equity means providing what is needed for an equal outcome.

Ethical representation: The practice of portraying people, cultures, and stories in ways that are accurate, respectful, and consent-based, avoiding stereotypes or exploitation.

Inclusion: An active process of creating environments in which all individuals feel respected, valued, and able to fully participate. Inclusion involves removing barriers related to culture, language, ability, gender, and socioeconomic status.

Intercultural competence (IC): The ability to communicate and interact effectively and respectfully across different cultures. It involves awareness of one's own cultural worldview, openness to cultural differences, and the development of communication and empathy skills.

Intersectionality: The interconnected nature of social categorisations such as race, class, gender, sexual orientation, disability, and other axes of identity as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Research integrity: Adherence to the principles of reliability, honesty, respect, and accountability in the development, undertaking, review, reporting, and communication of research.

Safe space: An environment which aims to be as respectful, welcoming, and non-judgmental as possible, and where individuals can express themselves without fear of discrimination, harassment, or exclusion.

Transcultural competence (TC): The capacity to engage meaningfully across and beyond specific cultural boundaries, recognising the hybrid and interconnected nature of identities and cultural practices. TC goes beyond exchange; it fosters shared creation and mutual transformation.

These terms form the foundation for interpreting and enacting the Code of Conduct throughout the life of the project. Where relevant, further clarification may be provided during workshops or consortium meetings to ensure local and cultural sensitivity.

3. Core values and Ethical principles

3.1 Intercultural and transcultural respect

Intercultural and transcultural respect is a foundational principle of the INTRACOMP Code of Conduct. It underpins all project activities, from collaboration and communication to artistic creation and community engagement. This respect is not simply about acknowledging cultural differences; it is about valuing them as essential to building mutual understanding, shared creativity, and inclusive learning environments.

Intercultural respect involves recognising the distinctiveness of each cultural background and actively engaging with different perspectives, traditions, and expressions. It requires openness, curiosity, and a willingness to question one's assumptions. In practice, this means listening attentively, asking questions without judgment, and avoiding ethnocentric or hierarchical views of culture.

Transcultural respect, while connected, goes further by embracing the fluid, overlapping, and evolving nature of cultural identities. It recognises that individuals often embody multiple cultural influences and that meaningful exchange frequently occurs in spaces of hybridity and transformation. Within INTRACOMP, transcultural respect fosters co-creation that is not confined by rigid boundaries but enriched by blending and mutual adaptation, through valuing diverse perspectives in all project activities, and providing space for different cultural expressions.

Respect in both dimensions also involves language awareness, ensuring that communication is clear, accessible, and inclusive. This includes using non-

discriminatory language, offering multilingual materials where possible, and respecting the right of individuals to express themselves in culturally meaningful ways.

In INTRACOMP, intercultural and transcultural respect means:

- Avoiding assumptions or stereotypes about participants' backgrounds or capabilities
- Creating equitable spaces where all voices can be heard and valued
- Acknowledging historical and structural inequalities that shape interactions
- Giving credit and visibility to diverse contributions in an ethical and non-extractive way

By centering intercultural and transcultural respect, INTRACOMP creates conditions for genuine dialogue, trust, and collaboration. This not only enriches the outcomes of the project but also reflects its core mission: to build competence, connection, and cohesion through inclusive cultural expression.

3.2 Equity, Fairness, and Justice

Equity, fairness, and justice are central to INTRACOMP's ethical and practical commitments. These principles guide how the project operates internally, how it engages with communities, and how it seeks to foster systemic change through the development of Intercultural and Transcultural Competence (ITC). Upholding these values ensures that all participants, regardless of background, identity, or role, can contribute meaningfully and benefit equitably from the project.

Equity refers to recognising and addressing the unequal starting points that individuals and groups face due to systemic disparities. INTRACOMP commits to equity by actively removing barriers to participation, including those related to language, education level, geographic location, disability, and socio-economic status. This includes designing accessible resources, adapting communication strategies, and offering support structures that level the playing field.

Fairness in the project context means ensuring that all decisions about participation, representation, authorship, credit, and opportunity are made transparently and without bias. Fairness requires clear criteria, inclusive processes, and shared accountability across the consortium. It also means being open to feedback, willing to adjust approaches when harm or exclusion is identified, and committed to continual reflection.

Justice extends beyond individual interactions to consider the broader social and cultural structures in which the project operates. INTRACOMP recognises that many of the communities it engages with, including migrants, Indigenous groups, and youth, face historical and ongoing forms of marginalisation. The project, therefore, strives to avoid reinforcing harmful dynamics and instead supports social justice by uplifting underrepresented voices, challenging cultural hierarchies, and promoting dignity and recognition for all contributors.

By embedding equity, fairness, and justice into all levels of project design and implementation, INTRACOMP ensures its work is not only ethically grounded but socially transformative. These values are essential to building trust, sustaining diverse partnerships, and realising the full potential of intercultural and transcultural collaboration.

3.3 Intersectionality

Intersectionality is a foundational lens through which INTRACOMP approaches inclusion, ethics, as well as intercultural and transcultural competence. Coined by Kimberlé Crenshaw, intersectionality refers to the ways in which different aspects of identity, such as race, gender, class, disability, sexuality, migration status, age, and indigeneity, interact to create overlapping experiences of privilege or discrimination. These intersections can shape how individuals participate in creative and educational spaces and how they are perceived or treated within them.

INTRACOMP recognises that no single axis of identity exists in isolation. For example, a young refugee woman may face very different barriers than an older male artist with a disability. Without attention to these intersections, well-intended practices may still exclude, misrepresent, or marginalise. Therefore, intersectionality must be considered in all dimensions of project planning, engagement, and representation. In practice, this means designing spaces and strategies that account for complexity and lived experience. Workshop facilitation, communication tools, and participant outreach should all reflect awareness of intersecting identities. Feedback and evaluation processes should also seek input from participants across diverse positionalities.

Intersectionality also invites continual reflection and learning. It calls on project partners to consider their own social positions, to challenge one-size-fits-all approaches, and to commit to nuance, humility, and adaptability in their work. By embedding

intersectionality into its values and methods, INTRACOMP enhances its ability to foster genuine inclusion, equity, and creative collaboration. It ensures that cultural dialogue is not just broad but deep, responsive to the real-world conditions that shape how we relate, create, and connect.

Within this intersectional framework, gender equality warrants specific and sustained attention as a core ethical commitment. INTRACOMP recognises that gender-based barriers can intersect with other forms of discrimination, amplifying exclusion in cultural, educational, and artistic contexts. To address this, the project commits to recognising and actively addressing gender imbalances in participation, leadership, decision-making, and representation across all project activities. This includes implementing intentional measures to ensure gender-balanced participation in research, facilitation, storytelling, and leadership roles. It also involves providing tools and guidance for preventing and addressing gender-related risks, including harassment, misrepresentation, and exclusion. This focus on gender equality reinforces INTRACOMP's broader vision of ethical practice and is supported by the INTRACOMP Ethics Management Plan (D8.3), which offers practical tools and frameworks for applying these commitments in diverse cultural and research settings.

3.4 Creative freedom and responsibility

Creative freedom is at the heart of INTRACOMP's mission to explore and express intercultural and transcultural competence through the performing arts. Participants are encouraged to bring their full creative selves to the project, drawing on diverse cultural experiences, artistic forms, and personal narratives. This freedom is essential for innovation, authenticity, and meaningful cultural dialogue.

However, creative freedom comes with creative responsibility. Within INTRACOMP, this means being aware of how artistic choices impact others, particularly in culturally sensitive or historically marginalized contexts. It involves using one's freedom ethically, avoiding appropriation, misrepresentation, or the unacknowledged use of others' cultural or intellectual contributions. Artists, educators, and facilitators are expected to ensure that works created within the project are collaborative, respectful, and aligned with the project's values of inclusion and justice.

Creative responsibility also means seeking informed consent when incorporating personal stories, cultural expressions, or community knowledge, especially when

those involve vulnerable or underrepresented groups. The goal is to ensure that creative practices are not only expressive but also equitable, participatory, and empowering.

3.5 Environmental and social sustainability

INTRACOMP is committed to advancing not only cultural inclusion but also broader forms of sustainability, both environmental and social. Our project recognises that cultural work takes place within planetary and community systems that must be protected and nurtured.

Environmental sustainability in INTRACOMP involves making conscious choices to reduce the project's ecological footprint. This includes minimising unnecessary travel, prioritising digital tools over resource-intensive alternatives when appropriate, and using sustainable materials in artistic production. Partners are encouraged to consider how their activities affect the climate, local ecosystems, and future generations.

Social sustainability refers to creating conditions where individuals and communities can thrive, emotionally, economically, and culturally over time. INTRACOMP supports this by promoting equity, cultural rights, and mutual care among its participants. It also seeks to leave lasting, positive impacts on the communities it engages in, fostering resilience, agency, and long-term access to inclusive arts education.

These commitments ensure that INTRACOMP's legacy is not only creative and inclusive but also responsible and enduring.

4. Inclusive communication practices

4.1 Accessible language and formats

In the INTRACOMP project, accessible language and formats are essential to ensuring that all participants, regardless of background, literacy level, or ability, can meaningfully engage with project content. Accessibility goes beyond physical access; it includes how ideas are expressed and shared across various platforms, materials, and settings.

Accessible language means using clear, concise, and inclusive wording that avoids jargon, acronyms, or culturally specific references that may not be universally understood. This is especially important in a transdisciplinary and intercultural project

where participants may not have the same academic, artistic, or professional experience. When specialised terminology is necessary, it should be explained simply and contextually.

Project outputs must be designed to meet the WCAG AA accessibility standards⁹ where feasible. This includes providing alternative text for images, using high-contrast visuals, offering materials in digital and print-friendly formats, and ensuring documents are compatible with screen readers and other assistive technologies. Transcripts for videos, captions for audio, and slide decks with summaries are recommended as standard practices.

When planning workshops, performances, or meetings, materials should be prepared with varying levels of accessibility in mind, such as using visual aids, summaries, or hands-on participation to support understanding.

By committing to accessible language and formats, INTRACOMP removes unnecessary barriers and affirms its values of equity and inclusion.

4.2 Multilingual and multimodal strategies

Given INTRACOMP's geographic and cultural scope, multilingual and multimodal communication strategies are crucial to creating truly inclusive and collaborative spaces. The project spans numerous linguistic communities, and its participants work in various educational, artistic, and social contexts. Recognising and respecting this diversity requires thoughtful planning and implementation of strategies that go beyond monolingual or text-heavy communication.

Multilingual strategies involve making key project content, such as public information, consent forms, workshop materials, and promotional content, available in consortium languages wherever possible. While English may serve as the consortium's working language, local languages play a vital role in ensuring meaningful engagement with community participants and non-academic stakeholders. Translation, subtitling, and live interpretation are encouraged to bridge linguistic gaps in both in-person and digital spaces.

Equally important are multimodal strategies, which use a variety of communication

⁹ <https://www.w3.org/TR/WCAG21/>

forms, text, speech, visuals, music, movement, and interactive tools to convey meaning. These strategies are especially effective in transcultural and artistic collaborations, where expression extends beyond language. For example, visual storytelling, gestures, and audio-visual performances can provide more accessible and resonant forms of communication than written reports alone.

Multimodal approaches also benefit individuals with different learning styles or sensory needs. They can foster deeper emotional engagement and creative connection, supporting inclusive participation in diverse settings.

Multilingual and multimodal strategies enhance understanding, inclusion, and participation across all levels of INTRACOMP. They ensure that communication is not only more accessible but also more reflective of the project's intercultural and creative ethos.

4.3 Respect for cultural and educational diversity

Respect for cultural and educational diversity is central to the inclusive and ethical foundation of INTRACOMP. The project brings together participants from a wide range of cultural traditions, belief systems, educational pathways, and learning experiences. Embracing this diversity is not only a reflection of the project's value, but it is essential to achieving its aim of fostering intercultural and transcultural competence.

Respecting cultural diversity means acknowledging and valuing the different ways people perceive, interpret, and express the world around them. This includes understanding that behaviours, communication styles, and learning preferences are often shaped by cultural background. Participants are encouraged to remain open-minded, avoid assumptions, and ask questions with humility when encountering unfamiliar perspectives or practices.

Educational diversity, similarly, requires recognition that knowledge is not limited to formal academic settings. Participants in INTRACOMP may come from community-based learning, arts education, or informal cultural knowledge systems. All forms of knowledge are valid and valuable within the project. Respecting this diversity means using inclusive facilitation methods, avoiding elitist language, and creating spaces where everyone feels comfortable contributing, whether their knowledge comes from formal education, community practice, professional expertise, or lived experience.

In practical terms, this respect is demonstrated through inclusive event design, diverse authorship in outputs, and sensitivity to local customs and power dynamics. It also means being aware of colonial and Eurocentric legacies that may shape how cultural and educational authority is perceived or enacted.

By honouring cultural and educational diversity, INTRACOMP fosters equitable, collaborative, and transformative learning and creative processes.

5. Representation in media and storytelling

5.1 Ethical guidelines for sharing participant stories

Storytelling is a powerful tool within the INTRACOMP project, particularly in highlighting diverse experiences and advancing intercultural and transcultural understanding. However, sharing participant stories, whether through media, publications, performances, or social platforms, requires strong ethical guidelines to protect individuals' dignity, rights, and agency.

First and foremost, informed consent is essential. Participants must be fully aware of how their stories, images, or artistic contributions will be used, where they will be shared, and who the audience will be. Consent should be sought in accessible language and revisited if the context of use changes.

Participants should always have the option to remain anonymous or to withdraw their stories at any point without repercussions. When stories are shared, they should be framed respectfully and reflect the storyteller's voice, not the interpretation of the facilitator or editor. This includes allowing participants to review and approve the final version of their narrative when possible.

In particular, care must be taken with individuals or groups from vulnerable backgrounds, such as refugees, youth, or Indigenous communities. Stories involving trauma or personal hardship should never be sensationalised, simplified, or extracted for promotional gain.

Additionally, storytelling should be grounded in mutual benefit, giving back to the individuals and communities who contribute. This could include offering platforms for self-representation, co-authorship, or invitations to speak at public events.

By following these ethical guidelines, INTRACOMP ensures that storytelling serves as a respectful and empowering practice, aligned with the project's values of equity, co-creation, and cultural sensitivity.

5.2 Visual identity, consent, and attribution

The visual identity of INTRACOMP, reflected in photographs, videos, graphics, performances, and design materials, plays a key role in communicating the project's vision and values. However, visual representation also carries ethical responsibilities, especially when it involves people, cultures, or communities whose identities may be subject to misrepresentation or misuse.

Any visual content that includes identifiable individuals must be accompanied by explicit informed consent aligned with GDPR policy and regulations. This consent should outline where the image or video will appear, its purpose, and the duration of use. Participants must have the option to decline or revoke permission without consequence, and their preferences should be respected without pressure.

When cultural symbols, practices, or group identities are represented, it is essential to involve community members in decisions about how these are depicted. Misuse or commercialisation of visual elements, particularly those tied to Indigenous or marginalised cultures, can lead to ethical breaches and harm.

Attribution is another vital principle. Artists, photographers, designers, and community contributors must be credited appropriately, respecting both individual and collective ownership. Attribution should be clear and visible in all formats, including print, web, and social media. In cases of collaborative work, equal recognition should be given to all contributors, regardless of their status or role.

Visuals should also align with the project's commitment to inclusivity. They should reflect diverse identities and experiences across age, ability, gender, ethnicity, and cultural background, avoiding tokenism or stereotypes.

INTRACOMP's visual identity should not only be aesthetically compelling but also ethically grounded, serving as a visual expression of its values of dignity, transparency, and mutual respect.

5.3 Avoiding stereotypes and stigmatization

INTRACOMP's commitment to intercultural and transcultural competence requires proactive efforts to avoid stereotypes, stigmatization, and reductive representations in all project outputs. Whether through text, imagery, performance, or social media, communication should honour the complexity and dignity of individuals and communities involved.

Stereotypes are oversimplified and generalised ideas about a group of people, often based on race, culture, nationality, gender, or socio-economic status. Even when unintended, such portrayals can reinforce prejudice, marginalise participants, and undermine the inclusive ethos of the project. INTRACOMP therefore encourages a critical, reflective approach to all representations.

Participants, especially those from historically underrepresented or misrepresented communities, should be involved in shaping how their identities and experiences are portrayed. This participatory approach reduces the risk of reinforcing harmful narratives and builds trust.

Stigmatization, the act of marking individuals or groups as “less than” based on perceived difference, must be actively challenged. This includes avoiding language that pathologises migration, poverty, disability, or trauma. Descriptions of participants should centre their agency, strengths, and contributions rather than defining them by their challenges or perceived vulnerabilities.

To avoid these issues, INTRACOMP encourages:

- Peer review of public-facing materials by diverse members of the consortium
- Sensitivity training for those involved in communication, media, and facilitation
- Regular feedback from participants about how they are represented

Avoiding stereotypes and stigmatization is not just about avoiding harm; it is about promoting justice, respect, and authentic connection, in line with the project's transformative goals.

6. Risk management & contingency planning

6.1 Respectful dialogue and active listening

Respectful dialogue and active listening are cornerstones of the INTRACOMP approach to collaboration, learning, and co-creation. Given the project's intercultural and transcultural nature, open and respectful communication is essential to creating a space where all participants feel valued and heard.

Respectful dialogue involves more than politeness; it means engaging with others' perspectives in good faith, even when those perspectives challenge your own. It requires a willingness to suspend judgment, ask questions with curiosity, and acknowledge that different cultural or educational backgrounds shape how people communicate and express themselves. Humility, patience, and empathy are essential traits in these interactions.

Active listening is a conscious effort to fully understand what another person is saying before formulating a response. It includes verbal and non-verbal cues such as eye contact, nodding, paraphrasing, and withholding interruption. In multicultural contexts, it also means being aware of differences in communication norms, such as pauses, gestures, or tone, and adapting accordingly.

In INTRACOMP settings, whether in workshops, artistic collaborations, meetings, or online exchanges, respectful dialogue and active listening support trust-building, reduce conflict, and encourage meaningful participation. They are especially important when working across language barriers or with individuals who may feel hesitant to speak due to previous marginalisation or exclusion.

By cultivating a culture of listening and dialogue, INTRACOMP fosters deeper understanding and enables truly collaborative creation. These practices also reinforce the project's commitment to inclusion, co-responsibility, and equitable knowledge exchange.

6.2 Non-discrimination and anti-harassment

INTRACOMP maintains a zero-tolerance policy toward discrimination, harassment, and any behaviour that undermines the dignity or safety of individuals or groups. The project's commitment to intercultural and transcultural competence is inseparable from

a firm stance against all forms of bias, exclusion, and harm, whether based on race, gender, age, disability, religion, sexual orientation, nationality, socio-economic background, or any other identity marker.

Non-discrimination means actively ensuring that no participant is treated unfairly or denied opportunities based on who they are. It includes equitable access to resources, platforms, and visibility within the project. This principle extends beyond formal policies to everyday interactions, decision-making processes, and artistic practices. Subtle forms of exclusion, such as ignoring certain voices in meetings or favouring dominant cultural narratives, must also be addressed.

Anti-harassment efforts require the creation of safer spaces, physical, emotional, and digital, where everyone feels free, as much as possible, from intimidation, bullying, or unwanted attention. Harassment can be verbal, physical, psychological, or sexual, and may include microaggressions or inappropriate comments, even if they are not intentionally harmful. INTRACOMP encourages a proactive culture of care, where individuals look out for each other and speak up against inappropriate behaviour.

Clear mechanisms for reporting and responding to incidents, confidentially and without retaliation, are essential to supporting this policy. The consortium is responsible for promoting awareness, offering training where needed, and responding swiftly and sensitively to any complaints.

Upholding non-discrimination and anti-harassment ensures that INTRACOMP remains a safe, respectful, and empowering space for all who participate.

6.3 Recognising power imbalances and mitigating bias

Power imbalances and unconscious bias can affect every level of collaboration, from how decisions are made to whose voices are heard and valued. In a project as diverse and layered as INTRACOMP, recognising these dynamics is essential to creating fair and inclusive practices.

Power imbalances may arise from institutional roles, language fluency, educational levels, racial or national identity, control of funding, or access to networks and platforms. Often, these hierarchies are invisible or go unacknowledged, yet they shape how people participate, contribute, and are recognised. For example, participants from Global South

contexts or community-based organisations may feel less empowered to speak in consortium meetings dominated by academic institutions from the Global North.

Mitigating bias starts with awareness. All project members are encouraged to reflect on their privileges, assumptions, and social positioning. Training in cultural humility, intersectionality, and anti-bias approaches can help reveal blind spots and foster more equitable working relationships.

Strategies to mitigate power imbalances include:

- Rotating facilitation roles in meetings and workshops
- Ensuring shared authorship and credit in publications and performances
- Compensating community contributors fairly and acknowledging non-academic expertise
- Providing translation or support for non-native speakers

Decentralising authority and valuing diverse forms of knowledge help shift the culture from hierarchy to co-creation. INTRACOMP's commitment to recognising and addressing power ensures that all participants, not just the most resourced or vocal, have a meaningful stake in the project's direction and outcomes.

6.4 Informal conflict resolution pathways

Creative and intercultural collaboration often involves disagreement, tension, or misunderstanding. While serious misconduct must be addressed through formal reporting procedures, many issues can be resolved informally through respectful dialogue, peer support, or restorative practices. INTRACOMP encourages informal conflict resolution as a first step, where appropriate, fostering trust and accountability before issues escalate.

Informal resolution starts with a recognition that conflict is not inherently negative. It can signal a need for clearer communication, deeper understanding, or reevaluation of expectations. INTRACOMP supports a culture where concerns can be raised early and constructively, without fear of retaliation or judgment.

Project teams are encouraged to designate conflict mediators, who are trusted individuals trained to facilitate calm, confidential conversations. These mediators can help clarify misunderstandings, support active listening, and guide participants toward

mutually agreed-upon solutions. Where power imbalances exist, the process should include safeguards to ensure fairness and emotional safety.

Facilitators and leaders should model good conflict resolution skills: approaching disagreements with curiosity rather than blaming, using inclusive language, and making space for different communication styles and emotional expressions. Agreements and outcomes from informal processes can be documented (if all parties agree) for transparency and follow-up.

This approach does not replace formal mechanisms but complements them. By encouraging early and empathetic engagement with conflict, INTRACOMP promotes a working environment where differences are not suppressed but respectfully navigated, deepening relationships and strengthening collaborative resilience.

6.5 Platform Content & User Conduct

To ensure a safe and positive environment for all users, including children, the platform will comply with local regulations and manufacturer recommendations regarding the use of VR and digital technologies by minors. We will also make users aware of relevant guidance, such as the European Parliament document on children and digital technologies¹⁰.

As the platform will host videos and minigames, the following Code of Conduct applies:

- a) Child-friendly environment – Content should be suitable for a general audience unless specifically age-gated. No violent, sexual, or otherwise inappropriate material. Avoid revealing personal information about minors.
- b) Safety & privacy – Never share personal data (e.g., phone number, address, email) or solicit such information from others, especially children. Use platform safety features such as blocking and reporting.
- c) Content guidelines – Only upload content you own or have permission to share. Label sensitive content appropriately. No promotion of illegal activities or harmful behaviour.
- d) Fair play & game integrity – Cheating, exploiting bugs, or impersonating others is prohibited. Respect rules and fellow players.

¹⁰ European Parliament (2024). *Children, Digital Technologies and Virtual Reality*. Available at: [https://www.europarl.europa.eu/RegData/etudes/ATAG/2024/762294/EPRS_ATA\(2024\)762294_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/ATAG/2024/762294/EPRS_ATA(2024)762294_EN.pdf)

- e) Advertising & self-promotion – No spam or deceptive ads. Promotion of external services requires platform approval. Partnerships must be clearly disclosed.
- f) Moderation & reporting – Users are encouraged to report inappropriate behaviour. Moderators may warn, suspend, or remove users who breach this Code of Conduct. Repeat violations may result in permanent bans.
- g) Monetisation & gambling – No gambling or monetary features (e.g., loot boxes, micropayments) unless approved for charitable purposes.
- h) Community first – Celebrate diversity, creativity, and inclusion. Use respectful, welcoming language and support newcomers.

7. Digital and social media conduct

7.1 Appropriate use of social platforms

Social media platforms offer powerful tools for sharing INTRACOMP's work, celebrating its participants, and expanding its impact. However, with this visibility comes responsibility. The appropriate use of social platforms is essential to ensure that all communication aligns with the project's values of inclusivity, respect, and ethical representation.

Content shared through official INTRACOMP channels, or by partners representing the project, should always be accurate, respectful, and grounded in informed consent. Images, quotes, or stories must never be posted without the clear permission of those involved. Care should be taken when sharing content involving minors, Indigenous peoples, refugees, or other groups who may face heightened risks of misrepresentation or digital harm.

Social media posts should avoid sensationalism, stereotypes, or reductive messaging. Posts should frame stories with context and integrity, highlighting agency and complexity rather than relying on simplified narratives of struggle or success. Captions should be inclusive in how they are framed, the language used, and available in

accessible formats (e.g., alternative text for images, subtitles for videos) that are encouraged to reach broader audiences.

Cultural sensitivity is especially important in digital spaces, where images and words can be rapidly shared across contexts. Avoid using symbols, music, or language that may be sacred, appropriated, or misused.

Social platforms should be used as tools for education, engagement, and celebration, not extraction or promotion at others' expense. By using them appropriately, INTRACOMP can build a digital presence that amplifies underrepresented voices, models ethical storytelling, and reflects its commitment to transformative, inclusive communication.

7.2 Mapping online interactions with care

Respect Online spaces are an integral part of INTRACOMP's communication strategy, offering opportunities for dialogue, dissemination, and collaboration across geographic and cultural boundaries. However, they must be managed with care to ensure that digital interactions are safe, respectful, and inclusive for all participants.

Online interactions, including social media discussions, virtual meetings, comment sections, and collaborative platforms, can easily be influenced by tone, speed, or anonymity, often increasing the risk of misunderstanding or harm. INTRACOMP partners must moderate digital environments with intention, establishing clear guidelines for respectful engagement and swiftly addressing any inappropriate or exclusionary behaviour.

Comments and messages should always be acknowledged respectfully, even when critical. Disagreements are expected in intercultural collaboration, but they must be addressed through constructive dialogue and without personal attacks, sarcasm, or dismissive language. Where conflict arises, the emphasis should be on listening, clarifying, and learning, rather than escalating or silencing.

Special attention should be given to accessibility in online engagement, ensuring that platforms are user-friendly, content is screen-reader compatible, and multiple formats (e.g., transcripts, visual summaries, multilingual captions) are available when possible.

Time zone awareness and translation tools should also be factored into online planning to ensure fair participation.

When interacting online, remember that cultural cues, such as tone or formality, can vary widely. A thoughtful, inclusive approach is essential. INTRACOMP's digital interactions should reflect the same care, equity, and intercultural competence as its in-person activities, promoting digital spaces where collaboration and creativity thrive in safety and mutual respect.

7.3 Responsibility of account holders and project partners

All individuals and institutions managing or contributing to INTRACOMP's digital presence carry a shared responsibility to uphold the project's ethical standards. This includes not only those directly operating official social media accounts, websites, or digital tools, but also partners and individuals who post about the project through their personal or institutional channels.

Account holders, especially those managing official project or partner organisational platforms, must ensure that all content published is factually accurate, ethically sourced, and consistent with INTRACOMP's values. This includes verifying consent for visual or narrative content, appropriately crediting contributors, and maintaining a respectful and inclusive tone in captions, hashtags, and responses.

Project partners should be aware that their public representation of INTRACOMP, even via personal or informal channels, reflects the entire consortium. Sharing sensitive content, private internal information, or opinions that contradict the Code of Conduct can damage trust, create reputational risks, or cause harm to individuals or communities featured in the project.

Training in ethical digital engagement and brand consistency should be provided to relevant staff and contributors. Coordinated messaging, shared templates, and internal communication can support partners in aligning their public-facing content with INTRACOMP's visual and ethical guidelines.

Additionally, all account holders should monitor activity on their platforms, ensuring comment sections and forums remain free of hate speech, spam, or discriminatory content. Prompt moderation and clear response protocols are critical. By acting as

responsible digital stewards, account holders and partners help ensure that INTRACOMP's online presence remains a trusted, inclusive, and empowering space for all audiences.

7.4 Digital safeguarding

As INTRACOMP engages with diverse communities through digital platforms, it holds a duty to protect participants from harm, particularly those who may be more vulnerable online. Digital safeguarding refers to the practices and protocols that ensure online safety, data privacy, and responsible content management, particularly in public or semi-public digital spaces.

INTRACOMP's digital safeguarding priorities include protecting personal data, securing consent for online content, and moderating interactions in ways that prevent abuse, misrepresentation, or exploitation. Special care must be taken with minors, refugees, individuals with limited digital literacy, and those experiencing marginalisation.

All project platforms, including websites, social media accounts, and online collaboration tools, must follow GDPR and ethical guidelines for data handling. Participants must be informed clearly and accessibly about how their data, images, or contributions will be stored, used, or shared online.

Digital moderators should be appointed to oversee online spaces, ensuring respectful dialogue, removing harmful content, and responding quickly to any breaches. Automatic content filtering tools may be used, but human judgment is essential in sensitive contexts.

Training in digital safeguarding is strongly encouraged by communications teams, facilitators, and account holders. Topics should include online consent, cyberbullying prevention, and managing digital boundaries. Digital safeguarding also involves ensuring accessibility, such as compatibility with screen readers, inclusive design, and multilingual support, to avoid digital exclusion. By integrating these safeguards,

INTRACOMP creates digital environments that are not only innovative and inclusive but also safe, ethical, and accountable, mirroring its commitments in physical spaces.

8. Collaborative work and artistic integrity

8.1 Ethical collaboration in creative processes

Creative collaboration is central to INTRACOMP's mission, especially as it explores performing arts as a vehicle for intercultural and transcultural competence. However, the richness of this collaboration depends not only on artistic skill but on a shared commitment to ethical engagement.

Ethical collaboration means ensuring that all contributors, whether artists, educators, researchers, community participants, or policy stakeholders, are involved in a way that is respectful, inclusive, and mutually beneficial. This requires clear communication about goals, roles, and expectations from the outset. Power dynamics, language barriers, and differences in creative training must be acknowledged and navigated with care.

Participants should feel free to express themselves without fear of exclusion or appropriation. Contributions should be welcomed equitably, not filtered through hierarchical assumptions about what constitutes "expertise" or "quality." Artistic freedom must be balanced with ethical reflection, particularly when working with sensitive themes or cultural narratives.

Credit and decision-making should be shared fairly. For example, contributors should be involved in discussions about how their work is presented, documented, or disseminated. Consent, authorship, and visibility must be handled transparently.

Processes should also allow time for dialogue, reflection, and revision. Rushing collaboration for the sake of deliverables risks undermining trust and limiting genuine participation. Instead, INTRACOMP encourages processes rooted in care, patience, and reciprocity.

Ethical collaboration ensures that the creative work produced within INTRACOMP not only reflects diverse voices but honours them. It transforms creative processes into spaces of empowerment, solidarity, and social learning.

8.2 Recognition of intellectual and cultural contributions

Recognising intellectual and cultural contributions is fundamental to maintaining fairness, respect, and accountability within INTRACOMP. In a project involving diverse stakeholders, from artists and educators to community members and cultural practitioners, it is essential that all forms of contribution are acknowledged equitably.

Intellectual contributions include research, artistic ideas, teaching methods, critical feedback, or strategic input, whether offered in formal outputs or informal conversations. INTRACOMP actively challenges this by ensuring that non-academic expertise, experiential knowledge, and lived experience are treated as valuable intellectual assets.

Cultural contributions encompass stories, symbols, artistic practices, rituals, and local knowledge that are shared by individuals and communities. These contributions often stem from collective or intergenerational traditions and should never be extracted or used without informed consent and appropriate attribution.

Recognition should be built into every stage of the project, from co-authorship in publications to credits in performances, exhibitions, and media content.

Financial and symbolic recognition should also be considered. Fair compensation, invitations to present or speak, and visibility in project events are ways to honour contributors' roles beyond mere mention.

By embedding these practices, INTRACOMP affirms the equal value of all forms of knowledge and creativity, fostering a culture of dignity, transparency, and shared ownership.

8.3 Co-creation with communities and underrepresented groups

Co-creation is at the heart of INTRACOMP's methodology, particularly when engaging with communities and underrepresented groups. It moves beyond consultation or participation to involve shared authorship, mutual learning, and collective ownership of outcomes. This approach affirms the agency, creativity, and knowledge of all collaborators.

Ethical co-creation means entering partnerships with humility, openness, and a commitment to reciprocity. INTRACOMP recognises that communities are not merely sources of data or inspiration—they are active cultural agents whose perspectives and values shape the direction of the work.

Co-creation must begin with building trust. This includes transparent communication about goals, timelines, and how outputs will be used. It also involves acknowledging any power asymmetries between institutional partners and grassroots participants and taking steps to mitigate them, such as by decentralising decision-making or ensuring facilitators reflect the communities involved.

Underrepresented groups should have genuine influence over artistic and research processes, including how their stories, identities, and practices are portrayed. This includes respecting cultural protocols, collective authorship, and the right to decline participation or representation at any stage.

Capacity building, fair compensation, and opportunities for long-term collaboration are also key elements of responsible co-creation. Projects should not only extract value from communities but also invest in their creative and social sustainability.

When done well, co-creation leads to work that is more meaningful, ethical, and transformative. It ensures that INTRACOMP's outcomes reflect the richness of its collaborators—and help reshape who holds power in cultural and educational spaces.

9. Accountability and reporting

9.1 Procedures for reporting breaches

INTRACOMP is committed to maintaining a respectful, inclusive, and safe environment. To uphold this standard, clear and accessible procedures for reporting breaches of the Code of Conduct are essential. Breaches may include discrimination, harassment, ethical violations in representation, or any behaviour that undermines the dignity or safety of participants.

All consortium members and participants have both the right and responsibility to report misconduct. Reports may be made verbally or in writing to the Principal Investigator, Prof. Nicholas Rowe (Nord University) at n.rowe@auckland.ac.nz /

nicholas.rowe@nord.no, and to the Project Manager, Hanne Silje Hauge (Nord University) at intracomp@nord.no.

Reports should include a clear description of the incident, the individuals involved (if known), the time and setting, and any supporting evidence or witnesses. Anonymous reporting options may also be provided, though these may limit the scope of follow-up actions.

Once a report is received, the designated contact will initiate a confidential and impartial review. Where appropriate, they may consult with a small, trusted ethics or safeguarding group within the consortium. The goal is to assess the situation fairly, protect all parties, and determine appropriate next steps.

Timely communication with the reporting party is essential. They should be informed of the status and outcome of the investigation, within the bounds of confidentiality and legal obligations. INTRACOMP emphasises a non-retaliation policy, ensuring that no one faces consequences for raising concerns in good faith.

Clear procedures empower participants and reinforce the culture of accountability and mutual care that INTRACOMP strives to uphold.

9.2 Confidentiality and protection for reporters

Confidentiality is a cornerstone of INTRACOMP's approach to ethical conduct and safeguarding. When individuals report breaches of the Code of Conduct, whether related to harassment, discrimination, ethical violations, or misuse of power, their identity and concerns must be treated with the utmost care and protection.

All designated contact persons receiving complaints are responsible for maintaining strict confidentiality throughout the reporting and resolution process. The information shared in a report will only be disclosed on a need-to-know basis, and always with the informed consent of the reporting party whenever possible.

This confidentiality extends to all written records, meeting notes, and communication related to the incident. Digital records must be securely stored and accessible only to authorised personnel. Special care should be taken in small or close-knit communities, where even anonymised details could risk indirect identification.

INTRACOMP upholds a non-retaliation policy that protects individuals from any adverse consequences for raising concerns in good faith. Reporters must not be penalised, isolated, or dismissed for speaking out. Support should be available for those experiencing distress or uncertainty after filing a report, including referral to independent counselling or support services when appropriate.

If a reporter prefers to remain anonymous, this wish will be respected to the extent possible while still allowing for a fair and effective investigation. Every effort will be made to act on credible concerns, even when reported anonymously.

By fostering a safe, confidential, and supportive environment for reporting, INTRACOMP ensures that all participants feel empowered to uphold and protect the project's ethical standards.

9.3 Remedial actions and learning opportunities

When a breach of the Code of Conduct occurs, INTRACOMP is committed not only to resolving the incident but also to learning from it. The response to misconduct must balance accountability, restorative practice, and systemic improvement, ensuring that issues are addressed constructively and do not recur.

Remedial actions are determined by the severity and nature of the breach. Minor infractions may be addressed through informal conversations, clarification of expectations, or mediated dialogue between parties. More serious cases may require formal investigation, written warnings, removal from activities, or referral to institutional disciplinary procedures. In all cases, actions should prioritise the safety and well-being of those affected.

Where appropriate, restorative approaches, such as facilitated conversations, apologies, or collective reflection, may be used to repair trust and relationships. These approaches should never replace formal action in cases involving serious harm but can be valuable in resolving misunderstandings or unintentional harm.

Importantly, every incident provides a learning opportunity. INTRACOMP will review breaches to identify any contributing structural or communication issues and adjust policies or practices accordingly. This could include updating training materials, refining communication strategies, or strengthening support systems.

Workshops, internal reviews, or learning sessions may be organised to reflect on ethical dilemmas, power dynamics, or inclusive gaps uncovered during the incident. These learning opportunities not only prevent future harm but also reinforce a culture of transparency, growth, and mutual accountability. In this way, INTRACOMP treats ethics as an evolving practice, not a set of rules to police, but a collective responsibility to cultivate.

10. Implementation, evaluation, and review

10.1 Roles and responsibilities

Implementing the INTRACOMP Code of Conduct effectively requires a clear allocation of roles and responsibilities across all levels of the consortium. Ethical communication and inclusive collaboration do not happen by default; they must be actively supported by individuals and structures committed to upholding shared values.

All participants, regardless of role, are responsible for embodying the principles of the Code of Conduct in their daily actions. This includes treating others with respect, using inclusive language, crediting contributions fairly, and reporting any breaches or concerns in a timely and responsible manner.

Project coordinators and work package leaders are accountable for embedding ethical standards into the design and delivery of their activities. They must ensure that communication strategies, artistic outputs, and engagement with communities align with the Code of Conduct. They are also expected to promote awareness of the Code of Conduct among their teams and model respectful, inclusive behaviours.

Designated ethics advisers or safeguarding contacts are appointed by each partner organisation or at the consortium level and are responsible for receiving and managing reports of misconduct. They also support training efforts and offer guidance on ethical dilemmas as they arise.

Communications teams hold special responsibility for ensuring that public-facing materials (e.g., websites, social media, press releases) meet the standards of ethical representation, accessibility, and consent.

Community liaisons and facilitators must ensure that local partnerships are built on trust and mutual benefit, and that vulnerable or underrepresented participants are supported and protected.

By clearly defining and accepting these roles, INTRACOMP fosters a shared culture of responsibility, transparency, and care.

10.2 Ongoing evaluation and improvement

The INTRACOMP Code of Conduct is intended to be a living framework, responsive to new challenges, experiences, and reflections that arise throughout the project. As such, ongoing evaluation and improvement are vital to ensuring that the Code of Conduct remains effective, relevant, and trusted by all stakeholders.

Evaluation begins with regular self-assessment by project teams, who should reflect on whether ethical principles are being upheld in their day-to-day work. This includes revisiting the Code of Conduct in team meetings, debriefs, and planning sessions to ensure it informs decisions, interactions, and outputs. Teams are encouraged to document challenges, successes, and lessons learned to build a cumulative understanding of what ethical collaboration requires in practice.

Participants' feedback is also essential. Anonymous surveys, interviews, or informal check-ins can help identify gaps in accessibility, representation, or communication. These insights are particularly important from community participants and underrepresented groups, whose experiences may not always be visible in formal reports.

At the consortium level, periodic reviews of the Code of Conduct should be conducted, ideally once per year or at key project milestones. These reviews may lead to updates in language, procedures, or recommended practices based on feedback or incidents that occur.

Training sessions, ethical reflection workshops, or case study discussions can be integrated into consortium meetings to support collective learning and improvement.

By treating the Code of Conduct as an evolving tool rather than a static document, INTRACOMP reinforces its commitment to ethical growth and ensures that its practices remain aligned with its inclusive, intercultural, and creative mission.

10.3 Integration across Work Packages

For the INTRACOMP Code of Conduct to have a real impact, it must be integrated across all work packages, not treated as a separate or isolated policy. Ethical and inclusive practices must inform everything from research design and communication strategies to creative outputs and stakeholder engagement.

Each work package leader is responsible for ensuring that the principles outlined in the Code of Conduct are operationalised in their specific area. For example, in research-focused work packages, this means ensuring ethical data collection, informed consent, fair representation of participants, and respect for intellectual and cultural contributions. In arts-based work packages, it involves applying the Code of Conduct to co-creative processes, performance documentation, and the public presentation of stories or identities.

Communications and dissemination of work packages should reflect the Code of Conduct's standards in visual design, language use, platform management, and the treatment of participant narratives. Accessibility guidelines, multilingual content, and inclusive visual representation must be embedded in all external outputs.

Work packages engaging with community partners and learners must take care to build equitable relationships, ensure safety and respect, and avoid extractive or one-sided dynamics. Localised versions of the Code of Conduct may be adapted for specific contexts while remaining faithful to core principles.

Regular coordination between work package teams and the ethics/safeguarding leads can support alignment, knowledge sharing, and accountability. Templates, checklists, and joint workshops may be used to embed ethical standards into planning and delivery.

By integrating the Code of Conduct through all project components, INTRACOMP ensures that its ethical commitments are not abstract ideals but lived practices shaping every action and output.

10.4 Building a legacy beyond INTRACOMP

While this Code of Conduct was developed to guide ethical practice within the INTRACOMP project, its impact is not limited to this context. The principles it upholds, equity, intercultural respect, ethical storytelling, and co-creative integrity, are

foundational. Together, they support a broader movement toward more inclusive, responsible, and participatory approaches in the arts, education, and research.

As the project unfolds and eventually concludes, this Code of Conduct can serve as a transferable model for other institutions, networks, or cultural initiatives seeking to navigate complexity with care. It offers not just a protocol, but a vision that ethical conduct is not ancillary to creativity, but central to it. In sharing this Code of Conduct publicly, we aim to contribute to a wider culture of accountability and cultural democracy—one where historically marginalised voices are not only included but central to defining excellence, relevance, and impact.

The legacy of INTRACOMP lies not only in its outputs, performances, workshops, and frameworks, but in how it conducts itself as a community. By documenting and sharing how the Code of Conduct is implemented, challenged, and adapted, we create valuable knowledge for future projects. We encourage partners to carry their insights forward: to institutional policies, artistic collaborations, curriculum design, and community engagement strategies.

Let the INTRACOMP Code of Conduct be not only a record of what we value today, but a seed for more just and imaginative practices of tomorrow.

11. Conclusion

The INTRACOMP Code of Conduct is more than a set of ethical guidelines; it is a living framework designed to cultivate inclusive, equitable, and transformative collaboration across cultural, disciplinary, and geographic boundaries. Rooted in the principles of intercultural and transcultural competence, the Code of Conduct provides a shared foundation for respectful interaction, creative integrity, and mutual responsibility among all participants.

As a transnational and transdisciplinary project, INTRACOMP brings together a wide array of voices, artists, educators, researchers, community members, youth, and policy stakeholders, each with unique identities, perspectives, and lived experiences. The Code of Conduct ensures that these differences are not only acknowledged but actively valued, creating spaces where everyone can contribute meaningfully and safely. By integrating key principles such as intersectionality, informal conflict resolution, and

digital safeguarding, INTRACOMP commits to addressing both visible and systemic barriers to participation.

This Code of Conduct is intended to evolve alongside the project. Its effectiveness depends on continuous reflection, open dialogue, and shared learning. All consortium members and stakeholders are invited to revisit and apply the Code of Conduct in their daily practices, using it as a tool for critical engagement, creative care, and ethical decision-making. Feedback, case studies, and new challenges should inform future revisions, allowing the Code of Conduct to remain responsive and relevant throughout the life of the project.

Above all, this document represents a collective promise to one another and to the communities we serve, to work with integrity, humility, and respect. By embedding these values into every aspect of our work, INTRACOMP not only supports the development of intercultural and transcultural competence but also models the inclusive, just, and sustainable futures it seeks to inspire. Let this Code of Conduct be a guide, a safeguard, and a catalyst for co-creating meaningful cultural change.

12. Annexes

12.1 Resources for inclusive practice and anti-discrimination

INTRACOMP's commitment to inclusivity and anti-discrimination is supported by a range of practical resources and tools that can be accessed by all partners and participants. These resources are intended to help teams implement the Code of Conduct consistently, build awareness, and improve day-to-day practice across diverse project contexts.

Inclusive communication toolkits, such as those developed by the European Commission, UNESCO, or national equality bodies, offer guidelines on using non-discriminatory language, creating accessible content, and adapting communication styles for multilingual or multicultural audiences. These can support everything from writing press releases to designing workshop materials.

Anti-discrimination frameworks such as the European Commission's against Racism and Intolerance (ECRI) Standards¹¹ on combating racism and intolerance, or ILGA-Europe's LGBTI¹² inclusion guidance, provide valuable insights on addressing bias, building allyship, and creating safer spaces for marginalised participants. These resources are especially useful in contexts where partners engage with vulnerable or historically excluded communities.

Accessibility checklists and digital inclusion tools, from organisations like W3C [Web Content Accessibility Guidelines (WCAG) 2.1¹³] or national disability advocacy groups, can help ensure that websites, documents, and online events are usable by people with diverse abilities.

INTRACOMP also encourages the use of bias awareness and anti-oppression training for facilitators, researchers, and creative teams. These can be delivered internally or sourced through trusted external organisations. By actively using and promoting these tools, INTRACOMP turns its values into action, ensuring inclusive practice is embedded at every level of the project.

12.2 Ongoing evaluation and improvement

Principal Investigator

Nicholas Rowe (Nord University)

n.rowe@auckland.ac.nz / nicholas.rowe@nord.no

Project Manager

Hanne Silje Hauge (Nord University)

intracomp@nord.no

For matters related to Communication, Dissemination & Exploitation

Aris Papadopoulos (LATRA)

arislatra@gmail.com

Nancy Tryfonopoulou (LATRA)

nancylatra@gmail.com

¹¹ <https://www.coe.int/en/web/european-commission-against-racism-and-intolerance/ecri-standards>

¹² <https://www.ilga-europe.org/>

¹³ <https://www.w3.org/TR/WCAG21/>

Figure 2

INTRACOMP Consortium



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