



**ORGANIZAÇÃO
INTERNACIONAL
DE LAMBADA**

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CODE OF ETHICS

Dear teacher, organizer, judge and partner,

“Art is one of the significant ways of expressing the characteristics and values of a society. With this responsibility, artists, promoters and managers of artistic manifestations must be attentive; beyond aesthetic construction, pay tribute, in the process of artistic creation; to fundamental ethical principles in the development of a more harmonious and inclusive social fabric”.

Ethics is indispensable in the vision and practice of the founding members of the International Organization of Lambada, and the construction of this Code of Ethics comes to reinforce and institutionalize this understanding.

As part of a constant process of management improvement, the publication of this Code makes it possible to standardize concepts that encourage the commitment and engagement of each one of us to follow the values and mission assigned to Lambada Org



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1. GENERAL PROVISIONS

1.1. The Code of Ethics (hereinafter “CODE”) of the International Organization of Lambada (hereinafter “LAMBADA ORG”) aims to inform the set of rights and duties, reflecting the values of the Organization, and the set of rules of conduct and guidance of behavior

1.2. The CODE applies to teachers, dancers, choreographers, judges, participating professionals and in any capacity of LAMBADA ORG, (hereinafter “PROFESSIONALS”).

1.3. PROFESSIONALS must know the rules of the CODE and commit to act in accordance with them, as well as commit to reporting any deviations or violations of its rule

2. DUTIES OF CONDUCT

2.1. In their postures and actions, PROFESSIONALS must observe the principles of ethics, integrity, and morality.

2.2. PROFESSIONALS must comply with the following principles of conduct:

a. carry out their activities with social awareness, considering social performance through culture in order to value it, allowing the advancement of artistic expression as a tool for artistic and social transformation;



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- b. manage the use of goods and resources in an adequate, rational and sustainable manner;
- c. ensure equality, trust, loyalty and fairness in dealing with colleagues, students, partners, contractors, and appreciators;
- d. carry out their activities with transparency, honesty, and commitment to the truth;
- e. ensure the good image of LAMBADA ORG in society, for its interests;
- f. act aware that their work is governed by ethical principles, which are materialized in their professional conduct, in addition to encouraging colleagues, partners, and contractors to act professionally and ethically.

2.3. PROFESSIONALS must observe the following practices:

- a. adopt a posture consistent with the principles of LAMBADA ORG when speaking on its behalf or representing it, basing their words on technical rigor, and their decisions on consistency with the mission;
- b. treat students, appreciators, contractors, colleagues, and partners in a courteous manner, without prejudice of any origin, whether of race, sex, color, age, sexual orientation, gender identity, political and religious views or any other forms of discrimination; respecting their privacy and their personal and professional reputation, and preventing personal interests from interfering with relationships;
- c. keep confidential the confidential and reserved information of LAMBADA ORG, of which it has knowledge due to its professional performance, without ever using it for its own benefit or that of third parties;



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d. relate with colleagues, students, partners and contractors in a professional manner, preserving the necessary impartiality to perform their duties, and resist any pressure or intimidation, including hierarchical ones, aimed at obtaining any undue favors or advantages, through actions immoral, illegal or unethical;

e. seek partners and contractors who meet the precepts of the CODE, based on technical and professional criteria;

f. immediately communicate to the participating professionals any and all acts or facts contrary to the interests of LAMBADA ORG;

g. use the official email orglambadacontato@gmail.com for complaints, denouncements, compliments, suggestions and criticisms in order to protect the image of LAMBADA ORG;

h. use appropriate clothing and language, always taking into account the type of work, class, show to be performed, the audience involved, and the habits of the region where you carry out your activities.

2.4. PROFESSIONALS are prohibited from:

a. use the workforce of other PROFESSIONALS for service of particular interest;

b. being under the influence of illegal substances (according to the country's current legislation);

c. disseminating rumors, pornographic content of any nature, prejudices of all kinds (racial, gender, age, origin, sexual orientation, gender identity, religious, political party, etc.);



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- d. create profiles on social networks using the name of the International Organization of Lambada, or any of its works, projects, products and services without authorization;
- e. publish images, texts or comments on social networks, or any other means, that may negatively expose LAMBADA ORG, its brand, its professionals, students, partners, contractors, or its sponsors;
- f. generate expenses for LAMBADA ORG;
- g. to treat co-workers, scholarship holders, students, appreciators, and other people with whom one has a relationship to LAMBADA ORG, with discourtesy, disrespect, aggressiveness or practice acts of verbal or physical violence;
- h. adopt any conduct that interferes with the performance of work or that create a hostile, offensive, or intimidating environment, such as biased actions generated by provocations or personal interests.
- i. practice any type of violence, whether sexual, physical, psychological, moral, among others.

3. DUTIES

3.1. It is the duty of PROFESSIONALS of LAMBADA ORG to perform all services concerning the good and correct performance of their functions, observing the legal and pertinent provisions, as well as complying with attention and discipline to the determinations of their students and contractors.



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4. CONFIDENTIALITY

4.1. PROFESSIONALS of LAMBADA ORG must ensure respect for the confidentiality of documents, terms and oral information, written or codified information, including in an electronic system, classified as confidential and all other data and information related to their students, contractors, sponsors and /or encouragers, not being able, under any pretext, to use this information for themselves or others, to disclose, reproduce or give knowledge to third parties, even after the end of the relationship maintained.

5. MANAGEMENT OF CONDUCT

5.1. All PROFESSIONALS of LAMBADA ORG, regardless of position and function, must ensure compliance with the CODE and report any deviations for verification.

5.2. Anonymous reports will be accepted. If the whistleblower does not wish to have his/her name disclosed, he/she must indicate such request so that LAMBADA ORG can take all necessary measures to preserve the confidentiality of his/her identity (here will be no retaliation for any complaints made, even if they are filed or found to be inadmissible, except in cases of proven bad faith by the whistleblower).



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5.3. It will be considered a serious offense, subject to punishment and exclusion of LAMBADA ORG, to carry out retaliation against any individual who may report a violation of this code, as well as providing false or fraudulent information.

This Code may be amended in whole or in part, at any time, under the terms of LAMBADA ORG, and the amendments must be widely disclosed to all PROFESSIONALS

The practice of the rules of the Code of Ethics of the International Organization of Lambada emphasizes the commitment to the students and society, showing that our organization and our network of professionals are formed by people of integrity and ethics.