



take care  
circus life in a swing

# Ethical Charter

Take Care project - March 2025



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# Introduction

## 01. Context of Take care

This charter is established in the framework of the EU project '[Take Care – Circus life in a swing](#)' (02 Dec. 2024 – 01 Mar. 2027), supported by the European programme Creative Europe (101173195 — TAKE CARE — CREA-CULT-2024-COOP).

The project is led by [FEDEC](#) – the International Network for Professional Circus Education (BEL) with 83 members in 34 countries – in partnership with 5 organisations:

- [Codarts](#) (NLD)
- [Circus Dance Festival](#) (DEU)
- [Filip Jacobson](#) (DEU)
- [Miikkael Kukkula](#) (FIN)
- [Around about circus](#) (DEU)



The project focuses on preventing mental health issues in the professional circus sector, to foster good practice in caring for young people in learning and working environments. Take Care will raise awareness of mental health issues among circus practitioners, and collect, develop and disseminate tools and resources to help the sector evolve structurally, towards more conscious and sustainable models.

## 02. Goal of the Ethical Charter

This Ethical Charter is to be used by Take Care partners and contributors. It is an internal document aiming at recalling fundamental principles and commitments to be respected throughout the project:

1

Green transition  
& sustainability

2

Gender equality,  
diversity, and  
representativity

3

Accessibility  
and inclusive  
communication

4

Mental health  
and Well-being

The charter has been validated by all the Take Care partners. The aim of this collective process is to build a common dialogue that respects everyone involved in this project, through regular communication and fair participation. FEDEC is concerned with maintaining a horizontal and democratic approach to give equal opportunities to the diversity of Take Care partners. This Ethical charter should not be seen as a prescriptive document, but rather used as an evolving source of recommendations.

## Part 1 - Promoting sustainability & green transition

Throughout its activities, Take Care will contribute to making the circus and education sectors greener and more sustainable, aligning with the European Green Deal priorities.



### 01. Green mobility

We will commit in reducing our carbon footprint throughout Take Care events, by promoting sustainable travelling (train, public transportation, car-sharing) or organise online sessions for larger gatherings to foster ecological practices and inclusivity.



### 02. Sustainable practices

We will ensure sustainable waste management by favoring eco-friendly products and recycled materials for project activities. We will also promote a transition to sustainable food systems, using biodegradable utensils, proposing veggie options, and preventing food waste.

We will choose our partnerships with discernment, preferring sustainable local suppliers and staying aware of green washing.

## Part 2 - Respecting gender equality, diversity & representativity

As a continuity of the [SPEAK OUT](#) project (2023-2025) led by FEDEC, Take Care is concerned with preventing risks of inequalities, discriminations and gender-based violence, while guaranteeing equal opportunities and rights for everyone in the circus sector.



### 01. Non-discrimination

We will fight any form of discriminations based on age, gender, ethnicity, disability, religion, social background etc. Thus, everyone should receive a fair and unprejudiced treatment, ensuring equal access to the projects' activities. Individuals that do not respect this fundamental principle should receive warnings or be excluded from the project.



### 02. Gender equality & representativity

We will target a gender balance in the project governance, as well as during Take Care events (speakers at roundtables & workshops). We will raise awareness about gender-based violence and aim to create "safe spaces" throughout the project activities. Our communication strategy should also be as inclusive as possible, to reflect a diversity of profiles.

## Part 3 - Ensuring accessibility & inclusive communication

Throughout the project promotion, Take Care will focus on developing an accessible and inclusive communication strategy, which speaks to a diverse and large audience.



### 01. Equal access to information

We will ensure an easy access to information about Take Care, by publishing the resources on our website & regularly communicating through social media. The aim is to reach a diverse audience, which will stay engaged in the project activities.



### 02. Inclusive and fair communication

We will adopt an inclusive language in our communication, to promote gender representativity. Potential conflicts in the project management should be resolved through constructive criticism and non-violent communication.



### 03. Respect of private data

We will pay attention to the participant's and collaborators right of image and respect their privacy according to the GDPR regulation.

## Part 4. Protecting mental health & well-being

By putting mental health at its core, Take Care will aim to create at every step of the project safe spaces for reciprocal trust, mutual understanding, collective and personal growth.



### 01. Attitude & conflict solving

We will maintain a humane and comprehensive attitude towards one another, in respect of individual differences. In the event of conflict, we will try to resolve it internally or work with a mediator.



### 02. Awareness teams

We will preserve psychological and physical integrity of participants and collaborators. Awareness teams will be implemented in the project activities to support the participants emotional needs and report any important issues to the organisational team if needed. Code of conducts will also be communicated to participants and the general audience.



### 03. Psychological, physical or emotional issues

In case of a reported problem, we will do our best to put people in contact with qualified professionals able to help them properly as we are not medical specialists.



[www.fedec.eu/en/take-care](http://www.fedec.eu/en/take-care)

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