



Code of conduct

for the interaction between employees
and towards our students and their families

Dignity & integrity

At SwissMusiKids, dignity and integrity are our top priorities.

We ensure equal treatment and a non-discriminatory and safe working environment in which there is no room for abuse of power, racism or sexism. We respect boundaries: Our own and those of others.

Conveyed values & convictions

SwissMusiKids focuses on the philosophy of Shinichi Suzuki.

We teach the philosophy of music education according to the method of Shinichi Suzuki. Personal political or ideological convictions are not expressed to the students and their families and a professional distance is always maintained.

Respect & trust

At SwissMusiKids, respectful behavior is important to us.

We foster a culture of mutual respect. Appreciation and recognition are given to everyone, regardless of their position or task. We help to ensure that everyone feels that they are in good hands.

Transparency & openness

At SwissMusiKids we communicate at eye level.

Transparency in decision-making and communication are important to us. Constructive criticism helps us move forward. To this end, we maintain honest communication in which we listen to each other sympathetically and everyone can contribute.



Professionalism & reliability

At SwissMusiKids we have a high professional standard.

We have a common high standard of professionalism. We pull together and take responsibility for our own behavior. Teamwork and mutual support are very important to us. We can rely on each other.

Diversity as an opportunity

At SwissMusiKids, we see diversity as an opportunity.

We are a diverse company in terms of our employees, our students and our art. We combine education with a contemporary approach to the social environment and the world. To this end, we consciously address social issues and develop our values together.

Together against bullying

We do not accept hostile or derogatory statements or actions that are intended to systematically discredit or isolate a person, degrade them, exclude them from a certain relationship or oust them from their position. Defamation, exclusion, condescending public reprimands, abusive accusations, denial of information or the assignment of offensive tasks are not accepted at SwissMusiKids.

Together against discrimination

We do not tolerate any behavior at work that discriminates or degrades people on the basis of prejudice. Discrimination based on origin, skin color, gender, sexual orientation, pregnancy, age, language, professional status, religious, ideological or political beliefs is not tolerated at SwissMusiKids.



Declaration of commitment

to protect the mental, physical and sexual integrity of children

I hereby undertake to:

To treat all children and young people with respect and to refrain from any form of discrimination or unequal treatment.

To always strive for a respectful attitude towards children and young people in my thoughts, speech and actions, which respects children's rights and in particular the right of children and young people to privacy and intimacy.

Not to use any form of violence towards children and young people, whether physical, verbal, emotional or sexualized. In particular, I undertake never to perform sexual acts on, in front of or with children or young people.

To refrain from any exploitation of children and young people in material, sexual or emotional terms and never to ask children and young people to do anything that could be considered abusive or exploitative.

To report any concerns, indications of suspected cases or knowledge of sexual assault or other forms of violence against children and young people in the context of the activities of SwissMusiKids to the school management.

With my signature I declare:

That I reject all forms of violence against minors and that I always advocate a life free of violence for children and young people.

That I have never performed sexual acts on, in front of or with children and young people, either directly or indirectly (online, virtually), and that I have no pedosexual preferences.

That I have never produced, distributed or consumed depictions of sexual exploitation of children and that I do not possess any such depictions.

That I have carefully read and understood the Code of Conduct for interactions among employees and with our students and their families, as well as the Declaration of Commitment to Protect the Mental, Physical and Sexual Integrity of Children, and that I will abide by it.

Ort, Datum, Unterschrift: _____