

Working Method of the Ethics Committee for Dance

General

An Ethics Committee for Dance has been established to advise the Dance Safe Alliance (hereafter: Alliance), the Minister of Education, Culture, and Science (hereafter: Minister), and the Director-Generals for Culture and Media, Higher Education, Vocational Education, Science and Emancipation, and Public Health (hereafter: DGs) on ethics and integrity in the execution of the recommendations from the Shadow Dancing investigation.

Tasks

The Ethics Committee for Dance has a normative role (providing positive or negative advice on intended participants) but also aims to contribute positively by inviting candidates to reflect on an improved future:

- Where should the dance world be headed?
- What does a positive and safe learning and working environment look like, given the specific circumstances of the dance sector?
- How can the dance world retain the things that are valuable to dancers?

Article 2, paragraph 4 of the establishment decree defines the tasks of the committee as follows:

- a. Conduct discussions with prospective members of the succession committee, the steering group, and the expert groups on the topics of ethics and integrity before their official appointment.
- b. Advise the Minister (for the succession committee) and the Alliance (for the steering group and expert groups) on whether these prospective members should participate.
- c. provide requested advice on ethics and integrity by the DG's to the Alliance and the DG's around the implementation of the recommendations from the Shadow Dancing study. The committee and parties in the Alliance (steering committee, expert groups or the Alliance) may ask the DG's to submit a request for advice to the committee. The DG's respond to such a request within two weeks.

Method for Discussions and Advising on Participation in Various Committees

(Article 2 paragraph 4 sub (a) and (b) Establishment Act)

Introduction

The Ethics Committee for Dance independently advises the Dance Safe Alliance and the Ministries of Health, Welfare, and Sport (VWS) and Education, Culture, and Science (OCW)

on the participation of candidates for the succession committee, steering group, and expert groups.

Key considerations include:

- a. Do the candidates sufficiently recognize ethical and integrity issues in this sensitive transition process?
- b. Are they seen as reliable and credible representatives and implementers of the intended changes within the dance world?
- c. What support or resilience does a candidate need to fulfill this (partially exemplary) role effectively? These recommendations, although not binding, are intended to increase support, stability and confidence in the implementation of the improvement process within the dance world.

The Ethics Committee for Dance is an independent body that provides advice on ethical and integrity issues within the dance world. With its careful working method it contributes to a responsible and transparent selection procedure, in which confidentiality and respect for privacy are central.

The committee considers it important for the process that the members have an independent position. In practice, this means that the members are at a distance from the existing social networks in the dance world. The Ethics Committee will use a time efficient seven-step procedure to offer well-founded recommendations on the participation of candidates in the Follow-up Committee, as well as the steering and expert groups:

1. An informative email and explanation to the candidates: this provides insight into the purpose of the Ethics Committee and the steps to be followed.
2. A written check: the following five documents are requested from prospective participants. The purpose of this check is to inform the Ethics Committee prior to the interview (step 4) about the background, experience and motivations of the prospective member.
 - a. A Certificate of Good Conduct: the VOG that has already been requested and delivered to the Ministry or Alliance is sufficient.
 - b. A short CV with education and work experience that may be relevant to the task within the follow-up committee or steering group and/or expert group, possibly supplemented with a list of relevant publications (relevant is: related to the dance sector or ethical issues)
 - c. A letter of motivation in which the candidate briefly explains his or her personal motivations for fulfilling the task (e.g. a short motivation/reflection regarding an improved future for the dance world, why the prospective member would like to take a seat on this committee)
 - d. Two written references from the work environment in which (former) colleagues explain why they think this person is suitable for participation in

this specific committee or steering group and/or expert group (maximum 1 A-4).

- e. Declaration of interests (only relevant for the Follow-up Committee for Dance): the declaration of interests that has already been submitted to the Ministry of Education, Culture and Science is sufficient.
3. Social Media Check: the visible profiles of the candidate on platforms such as LinkedIn, X (formerly Twitter), Instagram, Facebook, TikTok, YouTube, and Instagram are examined. The focus is on expressions regarding the following themes: the dance world, cultural shifts, power and abuse of power, and sexuality, including sexism and sexually transgressive behavior/contact. The purpose of this check is to identify any potential (past) public statements—particularly those related to moral and/or ethical issues—so that these can be discussed during the individual interview.
 4. Individual Interviews: two members of the ethical committee conduct an individual interview with the candidates to explore their motivations, role perception, moral beliefs, and potential vulnerabilities. This conversation is confidential; no minutes are taken, and information may only be shared among the members of the Ethics Committee itself to formulate an advisory opinion.
 5. Public Reference Check: after the interview, the candidate's first and last name are published on the Alliance's website. The general public is allowed to respond to the nomination for a period of four weeks. The Ethics Committee for Dance may, based on the content and/or volume of responses, decide to conduct a follow-up interview with the nominated candidate regarding their suitability for participation in the succession committee. If necessary, the Ethics Committee will take this discussion into account when making its final recommendation.
 6. Possibility for Candidate Withdrawal Following the Proposed Advice: after the public reference check (Step 5) and any additional discussion, the Ethics Committee for Dance formulates either a positive or negative recommendation regarding participation in the succession committee, steering group, and/or expert group. This recommendation is communicated in writing to the candidate, who then has the option to withdraw their candidacy. In such cases, all associated documents and information are removed from the system.
 7. Formulating and Issuing the Final Recommendation: if the candidate decides to proceed with their nomination, their candidacy—along with the Ethics Committee for Dance's positive or negative recommendation—is officially communicated in writing to the Ministries of VWS (Ministry of Health, Welfare, and Sport) and OCW (Ministry of Education, Culture, and Science).

By maintaining the request for participation in the Follow-up Committee for Dance or as the designated participant in the steering group and/or expert group, the prospective member/participant agrees to the working method of the Ethics Committee.

Confidentiality and Privacy

The committee places great importance on the confidentiality of discussions and the protection of personal data. All personal data collected during the procedure is used exclusively for the purpose of formulating the advisory opinion and is only accessible to the members of the Ethics Committee for Dance.

Further details regarding data storage and the rights of individuals concerning access to and modification of their data are outlined in the privacy statement. This privacy statement is based on the Data Protection Impact Assessment (DPIA) conducted on the data processing by the Ethics Committee for Dance. This assessment identifies privacy risks associated with data processing and outlines measures taken to mitigate these risks. Candidates are also verbally informed about this process.

Data Storage and Right to Modification

The information collected as part of the procedure is securely stored and used only for the duration of the appointment process. Candidates retain the right to access and, if necessary, correct their data.

Procedure for Additional Advisory Tasks (Article 2, Paragraph 4, Subsection c)

Introduction

The Ethics Committee for Dance has a third task: providing advice on ethics and integrity to the Alliance and the DGs regarding the implementation of the recommendations from the Shadow Dancing investigation. The explanatory notes to the establishment decree state the following:

Procedure

The procedure for additional advisory tasks is as follows:

1. The DGs of the Ministries of Education, Culture, and Science (OCW) and Health, Welfare, and Sport (VWS) request the committee to provide advice on an ethical or integrity-related issue that arises in the context of implementing the recommendations from the Shadow Dancing investigation.
2. The committee assesses whether it will consider the request. The committee uses the following criteria as a basis for this decision.
3. The advisory request concerns an ethical or integrity-related issue.
 - a. The advisory request relates to the implementation of the Shadow Dancing recommendations.
 - b. The advisory request does not fall under the responsibility of another involved party.

- c. The advisory request falls within reasonable limits concerning the committee's intended time investment.
4. The DGs are informed as soon as possible, but no later than two weeks, whether the request will be taken into consideration.
5. If the advisory request is declined, the committee provides the DGs with a justification for the decision.
6. If the advisory request is accepted, the committee informs the DGs of the expected timeframe for delivering the advisory opinion.