

## WHY DOES VIOTTA HAVE A VCP?

Some experiences can be difficult to discuss with a conductor, supervisor, volunteer or board member. The VCP is an independent point of contact who listens, helps you understand the situation and considers suitable next steps with you.



**You do not have to wait until something becomes serious. Concerns and doubts also matter.**

## IS SOMETHING TROUBLING YOU?

Do you feel uncomfortable or unsafe at Viotta? Are you concerned about someone else? You can always contact us.

## WHO IS IT FOR?

**Orchestra members, parents/carers, conductors and volunteers.**

## WHAT CAN YOU DISCUSS?

- Transgressing behaviour
- Exclusion, bullying or online bullying
- Discrimination, aggression or abuse of power
- A situation in which personal boundaries are not respected
- Anything that makes you or someone else feel unsafe



### Not sure whether it is serious enough?

Please feel free to contact us.

## WHAT CAN YOU EXPECT?

- The VCP listens to your story and asks questions to understand what is happening.
- The VCP offers support and helps you evaluate the situation, without taking over the conversation.
- Together you explore possible next steps. Wherever possible, you remain in control.
- The VCP can support you with a report or complaint and, if needed, refer you to help outside Viotta.



### Good to know

The VCP listens and provides guidance, but does not investigate or make decisions.

## CAREFUL AND CONFIDENTIAL

Information is handled with care. If someone else needs to be involved, the VCP will discuss this with you. Action may be necessary only in cases of serious safety concerns or a legal obligation.

Conversations are available in Dutch, German, French or English.

## Would you like to talk?

**vcp@viotta.nl**

Confidential contact persons: Eefje van Wersch and Uli Scherer