



MA3AZEF'S FORMAL STATEMENT

Background. In June 2022, Ma3azef suspended its operations after receiving allegations of Sexual, Exploitation, Abuse, and Harassment (SEAH) misconduct by performing artists in an event we were curating.

Organizational Response. Ma3azef recognizes the severity of the allegations made in Beirut, Lebanon (in connection to the SEAH safeguarding failure incident of 31-12-2019), and that these allegations warrant an action-based response within our organization and its wider ecosystem, and therefore, Ma3azef has been working towards addressing the allegations through internal capacity building, institutional restructuring, and incorporating protective and preventive safeguarding measures.

In October 2022, Ma3azef contacted the Center for Transnational Development and Collaboration ([CTDC](#)), an intersectional multi- and interdisciplinary feminist consultancy, with a transnational social justice agenda, to conduct an [organizational assessment](#) of Ma3azef's legal and operational infrastructure, and provide recommendations for developing thorough governance and accountability mechanisms. Starting from April 2023, we have taken proactive measures to implement, integrate, and establish the recommendations provided by CTDC.

As Ma3azef scaled up from a decentralized collective to an organization, we did not properly develop our structures to effectively accommodate for the scale of our diversified operations. Ma3azef's approach to operate as a decentralized pan-Arab cultural producer is in line with its guiding mandate and journalistic vision, which proved to be very challenging due to the ever-developing risks and hazards the further we evolved. However, we are confident with these changes firmly set, we will be able to prevent such unfortunate and unactable incidents.

Setting the Stage: Understanding the Context during the Event. At the time of the event (i.e., New Year's Eve 2019/2020), the size and type of Ma3azef's operations and experience was substantially smaller than it was at the time that the allegations surfaced in 2022. Ma3azef was operating solely, receiving funding, and employing staff as an editorial online magazine that focuses on written music-related content only. Regrettably, the institutional mechanisms available at the time did not, in any way, include standard operating procedures and guidelines for events.

As an independent SME involved in an informal event, Ma3azef does not have the legal capacity to perform disciplinary or grievance measures beyond the scope of our internal organizational structure - However, we do have the full capacity to reform and develop our organizational governing structures and systems. Ma3azef's Action Report and Policy Kit are some of the many transparent and proactive methods in which we are communicating our above stated commitments.

Notwithstanding the above, Ma3azef recognizes that, as an organization, it has a responsibility to protect its audiences, partners, collaborators, and employees from any form of harm.

Accountability and Feedback. While in this report Ma3azef focuses on our own chains of accountability and the mechanisms and policies that we are setting in place to control such incidents, including our institutional methods to deal with harmful incidents, we urge the public and our stakeholders to share their insights, feedback, and concerns to (feedback@ma3azef.com).

We encourage your participation in developing the policies, approaches, systems, and structures that allow Ma3azef to further establish safe, efficient, and creative environments and continue to produce the cutting-edge cultural content that we have been publishing for 11 years.

As we are evolving and growing, we are constantly open to change and developing to adhere to our standards, values and vision. This issue impacted the cultural scene as a whole, including artists, collaborators, Ma3azef team, readers, activists, thinkers and practitioners alike. As a collective in its nuclear form, all our stakeholders are an integral part of our self-perception. Ma3azef aims to use our learnings from the past year and play an active role in promoting a new standard for safety for our audience and the music lovers in general.

This experience has served as a valuable lesson, prompting us to evolve from an informal grassroots collective into a well-structured institution. With these changes firmly in place, we are delighted to resume our operations and thrilled to continue sharing our passion for music. Ma3azef seeks to use the lessons gained and learned to play an active role in promoting a new standard for safety for our audience and music lovers.

YOU CAN FIND OUT MORE ABOUT MA3AZEF'S NEW STRUCTURES AND OPERATIONAL POLICIES BY VISITING OUR WEBSITE AND DOWNLOADING THE "MA3AZEF ACTION REPORT" AND OUR OPEN-SOURCE POLICIES ([HTTPS://MA3AZEF.COM/INSTITUTIONAL-RESOURCES/](https://ma3azef.com/institutional-resources/)).