

WHAT IS HARASSMENT?

There is no “bright line” to define harassment. Context is important; what is offensive or unwelcome to you may not be to others, and there can be disagreements between individuals as to what is or isn’t reasonable workplace conduct. So how do you know?!



**INDEPENDENT PRODUCTION
SAFETY INITIATIVE**

A Resource from
the Producers Guild of America for a
Safe, Harassment-Free Workplace

ProducersGuild.org/IPSI



**INDEPENDENT PRODUCTION
SAFETY INITIATIVE**



From the Producers Guild of America for a Safe, Harassment-Free Workplace

IDENTIFYING SEXUAL HARASSMENT

Sexual harassment is a type of discrimination. It is gender neutral and orientation neutral. It can be perpetrated by any gender against any gender. Context, perception, setting, and other factors impact whether conduct is considered harassment.

On a set where you are working in a small space, working in close proximity and touching may not feel offensive or inappropriate. In another instance, doing the same thing may be seen as sexual harassment.

Respect others and be aware of how your actions and behavior may be perceived by the recipient and/or bystanders.



COMMON MISCONCEPTIONS ABOUT SEXUAL HARASSMENT

A hug, kiss on the cheek, or casual touch is not necessarily sexual harassment. The key is whether the behavior was unwelcome or offensive.

It does not matter if a person has sexual feelings or not towards the recipient, only that the behavior is of a sexual nature and that it was unwelcome and/or offensive.

Sexual harassment laws do not create a general "civility" code. Personality conflicts or non-sexual insensitive actions do not in and of themselves constitute sexual harassment.

QUID PRO QUO HARASSMENT

When a job, promotion or other professional benefit is conditioned on the recipient's submission to sexual advances or other conduct based on sex, or such benefits are denied to an individual because they refused to participate in a romantic or sexual activity.

Example:

Director offers more employment to a background cast member if they have dinner together after filming.



HOSTILE WORK ENVIRONMENT

Unwelcome verbal, physical or visual conduct that is severe or pervasive, and which creates an intimidating, hostile, or offensive work environment or interferes with work performance. You may experience such sexual harassment even if the offensive conduct was not directed towards you.

Examples:

- Making sexually explicit or derogatory comments or jokes, either out loud or via email
- Inappropriate touching or groping
- Offensive visual conduct including making sexually suggestive gestures or publicly displaying sexually suggestive or explicit images.





**INDEPENDENT PRODUCTION
SAFETY INITIATIVE**

From the Producers Guild of America for a Safe, Harassment-Free Workplace



**If you're unsure about your own actions: Ask if it's ok.
If you're uncomfortable with someone else's actions: Say something!**

AS A GENERAL RULE, THE FOLLOWING CONDUCT SHOULD BE AVOIDED:



VERBAL

- Sexual advances
- Use of derogatory words, phrases, epithets, jokes, slurs or negative stereotyping
- Comments about dress, anatomy, an individual's skin color or other racial/ethnic characteristics
- Sexual or other off-color comments or jokes
- Discussions regarding sexual conquests, preferences, experiences and values
- Gossip about one's sex life, body, sexual activities, deficiencies or prowess
- Comments regarding an employee's age



VISUAL

- Computer screen savers or games of a sexual or other inappropriate nature
- Watching pornography or looking at sexual material on a smart phone at work
- E-mail or instant messages of a sexual nature or regarding a particular ethnic group, race, religion or other legally protected status



PHYSICAL

- Grabbing, groping or fondling
- Hugging and kissing
- Pinching
- Massaging or rubbing
- Brushing up against someone
- Disrespecting personal space