

IS YOUR SET SAFE FROM HARASSMENT?

Announcing a free resource from the Producers Guild of America to help you avoid and deal with sexual harassment on set.



**INDEPENDENT PRODUCTION
SAFETY INITIATIVE**

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

ProducersGuild.org/IPSI

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

It is not always easy to see the signs of sexual harassment or bullying while working on a set. It is an intimate environment where co-workers come to feel like family, and that can make it extremely difficult to confront people if an issue arises.

The Producers Guild has designed an educational program, the Independent Production Safety Initiative (IPSI), to help you and the people working for you deal with sexual harassment in the on-set workplace.

Is this harassment?

Well, it depends on the context and situation.



We want people to feel comfortable speaking up and voicing concerns. The free program is conducted by people who are experts in this type of training. The focus is specific to our industry's working conditions. When you are accepted into the program you receive tailored training geared toward production. You will also receive up to two hours of free legal advice or answers to questions that may arise.

We understand there can be many reasons—from scheduling to locations to deadlines—for not taking advantage of this training. However we would like you to consider the following:

- Creating a safe work environment includes feeling safe from harassment. Our industry already requires training to prevent set accidents and injuries. Maintaining a set that is free from sexual harassment is also a necessary component of a safe set.
- Harassment in the workplace is unacceptable; failure to address and correct instances of harassment can leave a production exposed to liability. It is in your hands to help prevent harassment on set.

- The program, including legal advice, is free. We realize independent productions often don't have the financial and human resources that studios, networks and large productions do. We offer a professional, comprehensive, individualized package to support you.
- By participating in the program, you have the opportunity to lead by bringing in a professional to speak with your cast and crew and institute guidelines to show that harassment will not be tolerated on your production.

The program will focus specifically on what you need to know about creating a sexual harassment-free, safe workplace on the set. It will take into account that one size does not fit all and that protecting each other is a universal good.

PGA's Independent Production Safety Initiative (IPSI) includes:

- Planning meeting specific to your production
- On-set education session during preproduction or at the beginning of production, for above the line and key cast and crew members
- Code of Conduct and on-set reference materials
- Two hours of on-set legal advice (available if you participate in the training)

As a producer, you are a leader on the set. You have the power to help us permanently change the industry culture around the critical issue of sexual harassment.

We look forward to working with you.

To apply online visit ProducersGuild.org/IPSI or fill out the application on the following page



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Application

ELIGIBILITY FOR FREE ANTI-HARASSMENT TRAINING

Companies must meet the following requirements to be eligible for the free training:

- Independent film, television, or digital production
- 20 or more individuals (cast and crew)
- Production within the United States

FIRST NAME:

LAST NAME:

EMAIL:

PHONE:

PRODUCTION NAME:

YOUR ROLE/TITLE:

AFFILIATION:

NUMBER OF PRODUCTION STAFF:

PRODUCTION REGION:

LOCATION:

NOTICE

Productions receiving the anti-sexual harassment training are entitled to two hours of free legal consultation. Before a company may receive training and/or legal consultation, the company must agree to the following:

- Adoption of a Sexual Harassment Code of Conduct
- Appointment of two individuals who are designated to deal with harassment

LEGAL DISCLAIMER

The services noted herein are administered by entities independent of PGA. It is expressly understood and agreed that PGA shall not be liable for and hereby disclaims any assumption of any of the obligations, third party claims or liabilities of the Production and/or its affiliates and/or of any third party of any kind or nature whatsoever arising from or in connection with any circumstances, causes of action, breach, violation, default or failure to perform with respect to the anti-sexual harassment trainings or legal consultation provided through the Independent Production Safety Initiative.

Email your application to IPSI@ProducersGuild.org

IPSI FREE SERVICES

Planing Meeting

Specific to Your Production

On-Set Training

Production Team,
Cast and Crew

Reference Materials

Safety Checklists, Posters,
Guidelines

Legal Advice

2 Hours with an Attorney
Post Training

To apply online, visit
ProducersGuild.org/IPSI

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