

THE **TIME'S UP** GUIDE TO

Working in Entertainment

Your Rights in Auditions

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TIME'S[™]
==UP
FOUNDATION

Staying Safe in Entertainment Workplaces

TIME'S UP was born in Hollywood when actresses, producers, directors, and screen professionals from across the industry started calling out the rampant sexism, violence, and double standards that workers in entertainment endure.

By speaking up, speaking out, and speaking together, we regain [our] power. And we hopefully ensure that this kind of rampant predatory behavior as an accepted feature of our industry dies here and now.

— *Lupita Nyong'o*

In response, TIME'S UP created this guide, a resource for those in the entertainment industry who find themselves experiencing or witnessing workplace misconduct. This includes harassment, discrimination, unwanted touching, sexual assault, and rape. *The TIME'S UP Guide to Working in Entertainment* covers auditions, nude and simulated sex scenes, information about reporting misconduct, and more.

No matter your situation, you have options. We're here to help by connecting you with resources and information so you can determine your best path forward. In the meantime, trust yourself. If something doesn't feel right, it probably isn't. If it seems like a red flag, it probably is. It's okay to say "no," to speak up, and to leave situations that make you uncomfortable. No role, job, or relationship is worth compromising your physical or emotional safety.

And, if something happened to you, we believe you. You are not alone, and we are here to help.

If you have feedback to help us improve this guide, we welcome it. Please contact us at hello@timesupnow.org. If you need to reference these guides on the go, text SAFESSETS to 306-44.

In solidarity,

TIME'S UP

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Resources at a Glance

TIME'S UP Legal Defense Fund

202-319-3053

If you experience sex harassment at work, the TIME'S UP Legal Defense Fund may be able to provide free legal consultation and help pay for your legal case and for media and storytelling assistance. Online intake form is available [on the TIME'S UP website](#).

The Actors Fund

Los Angeles: 888-825-0911

Chicago: 312-372-0989

New York City: 800-221-7303

The actors fund offers assistance and services, including counseling and financial aid, to people working in the entertainment industry. More information [on The Actors Fund website](#).

Intimacy Coordinator Organizations

- ▶ Centaury Co.: <https://sharetheloadinc.com/training>
- ▶ Intimacy Coordinators of Color: <http://www.intimacycoordinatorsofcolor.com>
- ▶ Intimacy Directors and Coordinators: <https://www.idcprofessionals.com>
- ▶ Intimacy On Set: <https://www.intimacyonset.com>
- ▶ Intimacy Professionals Association: <https://www.intimacyprofessionalsassociation.com>

Rape, Abuse & Incest National Network (RAINN)

800-656-HOPE (4673)

RAINN's National Sexual Assault Hotline is available by phone and online chat for survivors and their loved ones. More information and live-chat option [on the RAINN website](#).

U.S. Equal Employment Opportunity Commission (EEOC)

202-663-4900

202-663-4494 TTY

[Harassment webpage](#)

[Field office locator](#)

To find more information about the laws where you live, contact your [local or state Civil Rights agency](#).

Voices In Action

Document and timestamp an incident of sexual misconduct, with the option of being notified if someone else has reported your abuser, [on the Voices In Action website](#).

Women In Film Help Line

855.WIF.LINE

People working in the entertainment industry who experience sexual harassment can access resources and support, including referrals to pro bono legal services, low-fee therapy, and free support groups [on the Women In Film website](#).

For information on resources available to sexual assault survivors in certain localities, see **Appendix: Local Services for Sexual Assault Survivors**.

Auditioning Overview

Generally, professional auditions and casting meetings are safe. However, there can be outliers. In some cases, sexual predators have used auditions as an opportunity to exercise their power over auditioning actors. Performers have had their personal and physical boundaries compromised because the wrong person was in charge of casting or, worse, is impersonating a casting director or wasn't casting a legitimate project at all.

Not all auditions or casting meetings look the same. They may be hosted by casting professionals or directly by producers and directors. They may be held in permanent offices, in rent-for-a-day audition spaces, or sometimes in people's homes. These variations can be confusing, especially if you are new to the industry. Early career actors are particularly vulnerable because they are trying to break into the industry and may not have an agent to help them vet opportunities or a sense of what a professional casting meeting or audition should be like.

So what does a safe audition look like? You should expect that the auditions you attend will be handled professionally and appropriately. It's important to know what's acceptable and what isn't. Whether you're taking part in an audition, accompanying someone else to an audition, or part of the audition process, our guide will help you understand what to expect at auditions, including:

- ▶ Your rights when auditioning, including your rights around sexual harassment and discrimination during auditions;
- ▶ How to prepare for physical intimacy between auditioning actors and partial nudity during auditions; and
- ▶ How to address a potentially dangerous situation if you encounter one while auditioning.

If you feel you are in imminent danger at any time, call 911 immediately.

Auditions: What to Expect

Film, Television, and Theatre auditions are generally either “open calls” or “by appointment” auditions. In either case, you should never pay to audition.

Open Calls

Open calls, also known as open casting calls, are open to anyone who would like to attend and audition. Usually, the people managing the audition will provide information about the project, such as the date, time, and location and what to prepare (if anything).

Open casting calls are generally used for broad nationwide searches for non-professionals or for actors without agents and are more prevalent in theatre than in tv and film. Open calls sometimes take place online.

Auditions by Appointment

The process of auditioning “by appointment” can be a bit more complex, but should still always be a safe environment for actors.

Prior to your audition, you will receive an audition appointment from your agent or someone at the casting office. The casting office might contact you directly or use one of the many known and reputable industry websites. Your audition appointment should include the date, specific time, location, audition materials, and any wardrobe requirements. Usually, there will be someone listed as a contact in case you have questions.

Vetting the Audition

You can often verify that a casting director works in a legitimate casting office or production team by consulting industry resources such as IMDb.com, CastingSociety.com, or Backstage.com, or by searching Google. Established casting technology and resource companies include Breakdown Services, Casting Networks, Now Casting, Frontier Casting, Spotlight, and Backstage. Generally, professional casting offices do not use craigslist.org. If you cannot find the name of the person running the casting through a simple online search, proceed with caution. Consider asking for a link to their resume or to a reel of their previous work to verify that they are legitimate.

If, when you arrive at an audition, you are informed that the audition requires partial nudity, disrobing of any kind, or any sexual situations and you were not told about these elements ahead of time, you might be in an unsafe situation. You may want to leave the audition.

Auditioning for Short Films

When auditioning for short films, it may prove difficult to verify the legitimacy of the project. Here are some tips:

- ▶ If the project is a student film, auditions are usually held on campus, and the project can be verified by calling the school.
- ▶ If the short film is by a filmmaker who is not in school, the same etiquette rules and processes listed above apply. For verification in those situations, ask for the film's SAG-AFTRA ID or the name of the project's SAG business representative. Using that information, you can verify the project with SAG-AFTRA by calling (855) SAG-AFTRA.
- ▶ If the project is non-union, be extra vigilant. Know that you are never obligated to agree to any direction or to accept any advance that makes you feel physically or emotionally unsafe.

Audition Location and Time

The location and time of an audition can sometimes be a red flag. Typically, auditions are held at professional audition studios, rented audition spaces, or casting directors may have audition space in their offices. Sometimes, hotel conference rooms are rented for auditions. Be cautious of auditions taking place at a private residence, a hotel room or taking place at night. If possible, propose a neutral location that won't compromise your safety, for example, at an office during work hours. Alternatively, take a friend with you to the audition. It may be a red flag if someone running the audition asks you to go to another location with them.

During the Audition

For both open calls and by appointment auditions, you will be asked to provide your contact information on the sign-in sheet. You will likely be asked for a phone number or email at this stage, but never a home address. If you prefer keeping your personal phone number or email private, consider creating an alternate work phone number and email.

Often in auditions, there is one member of the casting team running the camera while another reads the audition scene with you. Sometimes, in pre-screening auditions, there may be only one other person, such as the director, casting director, or casting associate, in the room.

No physical contact or nudity is appropriate at the first audition. The only exception is if dancers are being auditioned because adjustments are sometimes given physically. Even then, no intimate touching or disrobing should be required. If that is asked of you, it is a red flag.

None of the direction of a scene should include any sexual touching or requests of a sexual nature.

Conducting Yourself Professionally

Just as you expect to be treated in a professional manner, you should approach the audition as a professional meeting. Most auditions don't require nudity or intimacy, even if it's noted in the script. Although you may be comfortable with doing so, do not disrobe until asked or ask

before disrobing. Similarly, if the person managing the audition is reading with you, intimacy is not expected. Do not approach someone to kiss or touch them just because the script calls for it. Ask first or assume it's not required unless you're specifically asked.

Intimacy, nudity, and callbacks

The initial audition should not require partial nudity or physical intimacy, and auditions should never require total nudity or simulated sexual acts. For SAG-AFTRA productions, full nudity and simulated sex are explicitly prohibited at all auditions.

However, sometimes during callbacks, when it's indicated in the script, performers may be asked to perform intimate acts, such as kissing or partial nudity. Note that "nudity" for this purpose is not total nudity; the performer must at minimum wear a "modesty garment," e.g. a G-string and pasties for women and a Speedo for men.

These types of callbacks typically take place in a casting studio or on a film set-type environment. In the past, these types of callbacks have sometimes taken place at directors' homes or offices. If this is the case, you should ask if there will be other production staff in attendance, or request an alternative version. In any case, you can bring a friend to your audition if you feel uncomfortable.

If you have been asked to be involved in a callback that involves physical touch or partial nudity, know that you have rights, and a discussion of consent and boundaries is appropriate. Also, there are ways in which you can prepare. (Note that our advice below is also relevant for film, TV, and photo shoots.)

Before you arrive at the callback:

- 1 Confirm the extent of intimacy or nudity requested (including costume) is in the script and therefore relevant to the role;
- 2 Evaluate your boundaries and consent; and
- 3 Communicate those boundaries in writing, if possible, to the person requesting the audition, through your agent if you have one, or via email to your contact at the casting office. If you have representation, or if you take a person with you for support, tell them your boundaries so they can advocate for you, if necessary.

Evaluate your boundaries by having an honest conversation with yourself about what you feel comfortable consenting to. Consider:

- ▶ What type of kissing are you comfortable with? Closed mouth kissing only? Open mouth kissing? Open mouth kissing with tongue?
- ▶ What type of nudity are you comfortable with? No nudity at all? Wearing a swimsuit? Wearing a g-string and/or pasties? Is there any body part you aren't comfortable showing?
- ▶ What is your level of comfort with receiving touch from others? Are you comfortable being touched on your breasts/chest, bottom, neck, etc.? Are there any areas on your body that you are not comfortable with being

touched? Are you comfortable with being kissed on your body?

- ▶ Are you comfortable with touching someone else? Is there any area of another person's body that you don't want to touch?

If you are being asked to perform semi-nude intimacy, ask:

- ▶ Who will be in the room?
- ▶ If the audition is being recorded, who will have access to the tape? You can request that the recorded audition content be destroyed once casting has concluded.

It is industry standard to provide this information in advance.

Performers have had their boundaries compromised in the moment due to unexpected pressure from a director or photographer. You have the right to stick to the boundaries you've communicated, no matter what excuses or reasons they present. If your boundaries aren't being respected, you always have the right to leave. If you're not comfortable with what's in the script, that's okay. The role may not be the right role for you.

Before the scene starts, have a frank conversation with your acting partner and the person running the audition. Share your boundaries and ask your acting partner about their boundaries. Everyone should be clear about what has been consented to and what will and will not happen during the read, and what will happen with any recording of the scene.

Remember that, just like in life, you have the right to refuse to participate in, or back out of, any nudity or simulated sex act. You have the right to change your mind at any time.

“Come back wearing sexier clothing”

If the person requesting the audition asks you to come back for a second audition looking “sexier,” consider asking if they can explain why it is necessary for the role. It is appropriate for a casting professional or person requesting the audition to ask for a different wardrobe, hairstyle, or makeup application if related to the role. However, these requests can cross a line, and you do not have to comply with the request if it makes you uneasy.

Depending on the reason for the request, it may indicate that inappropriate behavior will be tolerated on set. If you feel that the culture of a production won't align with your values or support your creativity, you do not have to place yourself in that environment.

Your Body is Your Own

You have the right to determine what nudity and intimate acts, if any, you will engage in during an audition. Be upfront, proactive, and advocate for yourself. Never assume others will take care of your boundaries. Create and communicate them and, if they are compromised, you can stop immediately.

If you are pressured to compromise your own boundaries (i.e., take off your top when you've made it clear you aren't comfortable doing so), you can:

- ▶ Repeatedly state “No”
- ▶ Alert your accompanying friend or representative, if present

- ▶ Call a friend or representative
- ▶ Leave the situation

If the company or studio financing the film or project has a human resources department, you can report the inappropriate conduct, whether or not it qualifies as illegal harassment. You can also report the behavior to SAG-AFTRA if you are a member. If it is illegal harassment, you have additional options. You can view more information in our guide, [Your Right to Report Sexual Misconduct and Harassment](#).

Your rights under the law

In general, employees (including actors participating in casting meetings and auditions) are protected from sexual harassment and discrimination under federal and state employment laws. Unfortunately, these laws do not apply in all employment contexts. For example, the Civil Rights Act of 1964, the federal law that prohibits discrimination in employment on the basis of sex, race, color, national origin, and religion, only applies to businesses with more than 15 employees and does not apply to independent contractors.

Alternatively, certain states provide more robust protections than federal laws do, including California and New York. We've provided more detail on those protections below.

If something happened to you during an audition, and you are trying to understand your options, please refer to the federal and state law section of our guide, [Your Right to Report Sexual Misconduct and Harassment](#). It can help you educate yourself about your rights and the options available to you if you'd like to take action or seek support.

If you are auditioning for a project under a SAG-AFTRA contract

If you are auditioning for a project under a SAG-AFTRA collective bargaining agreement, you have the following rights when auditioning for the project. This list is based on information obtained from SAG-AFTRA. If you are a producer not signed to a SAG-AFTRA contract, or an acting teacher, consider also using these safety rules in your work.

- ▶ Auditions and interviews are **prohibited in hotel rooms and private residences** unless there is no alternative, in which case the actor can bring a friend or support peer with them.
- ▶ The **casting notice** for a role should specify any nudity or simulated sex acts expected in the role and whether a modesty garment audition is required. If a role is cast before nudity or intimacy is planned, the producer is required to notify the performer about the nudity or intimacy as soon as practicable.
- ▶ **Actors may NOT be asked to audition fully nude or perform a simulated sex act in any audition** or in any photography for the audition process.
- ▶ Actors may NOT be asked to appear partially nude at the **first audition**.
- ▶ Actors may be asked to participate in a single, final, **partially nude callback audition** where modesty garments are worn. This is only permissible at one final callback, and must be a closed audition. Modesty garments include pasties, a genital sock or covering, a G-string, a thong, or any top that exposes most of the actor's breasts.
- ▶ A producer must **notify a performer in advance** if they are expected to participate in a partially nude callback audition where modesty garments are worn. If known in advance of publishing the casting notice, information about the partial nudity requested will be included. If determined after the notice, the information must be shared before the date and time of the audition. A producer

cannot request partial nudity or modesty garments for the first time during the audition.

- ▶ **The single, final partially nude audition shall be closed** to anyone not essential to the casting of the role, limited to the fewest necessary. The performer must be provided the name and title of any person viewing in person or remotely (such as by monitor or via Zoom) and all persons must be visible to the performer.
- ▶ A performer has the right for a **friend or support peer** to be present at any audition where partial nudity is requested.
- ▶ **Recording on personal devices**, such as cellphones, is prohibited.
- ▶ A producer must obtain your prior written consent to take **photos or capture footage** of you in your modesty garments; however, such photos and footage must be destroyed at your request.

If a **SAG-AFTRA production is violating these rights, or if you feel unsafe**, you can call the safety emergency hotline 24 hours a day at (844) SAFER SET / (844) 723-3773. If your production is assigned a field representative, please contact that person as well.

For non-emergencies, call SAG-AFTRA to discuss safety issues at (323) 765-2911 Monday through Friday from 9 am - 5 pm PT.

If you are working under a SAG-AFTRA contract and have **questions about your rights**, you can reach a SAG-AFTRA rep for questions at (855) SAG-AFTRA / (855) 724-2387.

You can find more information in our guide, [Your Rights in Nude, Intimate, and Sex Scenes](#) **### ADD LINK TK].**

Discrimination during casting

Under federal law, employers with 15 or more employees may not discriminate against applicants or employees on the basis of:

- ▶ Race
- ▶ Color
- ▶ Religion
- ▶ Sex (including pregnancy status, sexual orientation, and gender identity)
- ▶ National origin
- ▶ Age (people who are 40 and older)
- ▶ Disability
- ▶ Genetic information

People making casting decisions are prohibited by law from asking you about your status within these categories during the hiring process and using that information to discriminate against you. In other words, they would have to ask and then not hire you for the role due to your response in order to violate federal law.

Please note that state and local laws may provide for additional protected characteristics.

However, people in charge of auditions and casting choices can base their choices on what would otherwise be protected classifications, such as age and sex, if necessary, for the purposes of genuineness or authenticity of the role, under the Bona Fide Occupational Qualification exception in the Equal Employment Opportunity Commission's Regulations. They

should make clear they are seeking **actors who can play a role** of a certain age, sex, or race (rather than saying that the actor must be that age, sex, or race).

If I am uncomfortable with the question, how do I respond and still get considered for the role?

You can answer a question about your age, pregnancy status, race, etc., in a way that does not actually answer the question. Here are some ideas:

- ▶ “Here is a list of the various roles I’ve been cast in...”
- ▶ “I’m capable and open to playing a wide variety of roles.”
- ▶ “I feel best cast in the following types of roles...”

Minors and auditions

Minors are generally children under the age of 18. The exact age can vary by state and by legal status, such as emancipation or marriage. Under the SAG-AFTRA contract, the term “minor” means any performer under the age of 18 unless that person:

- ▶ Has satisfied the compulsory education laws of the state governing the performer’s employment;
- ▶ Is married;
- ▶ Is a member of the armed forces; or
- ▶ Is legally emancipated, in which case both the producer and the minor must comply fully with the legal terms of the minor’s emancipation.

State and federal protections for minors

Minors and their parents have rights under federal and state employment laws. For example, under California labor laws, a parent or guardian must be present at all times while a minor is working, including during wardrobe, hair, and makeup, and shall have the right to be within sight and sound of the minor at all times, including during casting. The only exception is when the child is attending on-set school during production.

In New York, employers who engage child performers must obtain a certificate to employ the minor, and the parents or guardians must obtain a Child Performer Permit before the minor is eligible to work. A “Responsible Person,” such as a parent or guardian, must be designated to monitor the activity and safety of each child performer under the age of 16 in the workplace. The employer must allow the Responsible Person to be within sight or sound of the minor at all times during the workday.

SAG-AFTRA protections for minors

SAG-AFTRA does not provide separate guidelines or requirements for auditions of minors. However, SAG-AFTRA, under Section 50 of the SAG-AFTRA Basic Agreement, provides guidance for the employment of minors in the entertainment industry, which includes supervisory requirements, such as having a parent or guardian present at all times when a minor is working and when the minor is in wardrobe, hair, or makeup.

Auditions are considered work. During the audition, a minor’s parent or guardian must be present in the audition room with the minor and be with the minor at all times throughout the audition. The person managing casting must allow this.

Additional information for child actors and their parents:

- ▶ Visit [Children In Film’s website](#) for detailed descriptions of labor laws and work permit requirements for the state your child is working in
- ▶ The [U.S. Department of Labor Wage and Hour Division survey](#) of child

labor laws by state

- ▶ The [State of California](#) has regulations governing the employment of minors in the entertainment industry
- ▶ The [State of New York](#) has laws regarding the employment of child performers:
- ▶ The [State of New York](#) also has regulations governing the employment of child performers

Sexual Harassment During Auditions

Sexual harassment is unwelcome behavior that happens to you because of your sex or gender. Sexual harassment can happen to someone of any gender, and the harasser can be any gender as well.

How do I know if I was illegally sexually harassed during an audition?

There are federal, state, and local laws that may protect you from workplace sexual harassment. Federal laws set the minimum protections. Depending on your state or city, you may have more protections.

Whether sexual harassment qualifies as illegal under federal law depends on several factors, including the type of behavior. Harassment can be one or more severe incidents or a series of less severe incidents. For example, petty slights, annoyances, and isolated incidents (i.e., a hand on your arm, a comment about your clothing) may be inappropriate but are not necessarily illegal, while grabbing and rubbing up against someone once may be illegal.

There are two main forms of sexual harassment in the workplace: *quid pro quo* harassment and hostile work environment harassment.

- ▶ *Quid pro quo harassment* occurs when a supervisor (or other person in a position of authority) requires an applicant or employee to submit to sexual advances as a condition of employment or career advancement.
- ▶ *Hostile work environment harassment* involves unwelcome conduct that is “severe or pervasive” in nature and has the effect of interfering with a person’s work performance or of creating an intimidating, hostile, or offensive working environment. For this type of harassment, the harasser can be a supervisor, a coworker, an agent of the employer, or a non-employee.

For more information about unlawful harassment under federal law, visit the U.S. Equal Employment Opportunity Commission ([EEOC's website](#)).

To find more information about the laws where you live, contact your [local or state Civil Rights agency](#).

Finally, if the company running the audition has a harassment or discrimination policy or an employee handbook, they may provide further information regarding behavior that is prohibited in their workplaces. **Behavior does not have to be illegal to violate company policy.** If the company or studio financing the film or project has a human resources department, you can report the inappropriate conduct, even if it doesn't qualify as illegal harassment. If it is illegal harassment, you have additional options. You can view more information in our guide, [Your Right to Report Sexual Misconduct and Harassment](#). You may want to create and keep a record of what happened to you. You can find more

information on what information to save in our [Incident Report Template \[### ADD LINK TK\]](#).

The person running the audition made it clear that if I wanted the job I had to engage in sex or sexual acts. Is this harassment?

Yes, this could be what is known as “quid pro quo harassment.” This is when the person in a position of power promises a performer an advantage, such as a role or higher pay, if the performer yields to their sexual advances. If the person in the position of power makes a threat — such as no role, a lesser role, or blacklisting — and the performer refuses the advances, this is considered quid pro quo harassment, and you may have an actionable legal claim. Find more information in our guide, [Your Right to Report Sexual Misconduct and Harassment](#).

What if I agreed to do the sexual acts to get the job? Is it still harassment?

Yes. Even if you engaged in the sexual acts, it would still be considered harassment if the sexual acts were a requirement for getting the job and you didn't want to engage in those acts. If the sexual acts were something you wanted to do, it probably isn't harassment. Agreeing to do something and wanting to do it can be very different things.

What if the harassment wasn't explicit? It was pretty clear that if I wanted the job, I had to engage in sexual acts, but the person making decisions did not say it outright.

Given the amount of power the person making decisions typically has, it may be illegal harassment, depending on the specific statements or acts.

What if the person running the audition or someone else at the audition did or said something to me that doesn't seem like quid pro quo harassment but was unwelcome. Is that harassment?

Depending on what happened, the behavior could be “hostile work environment harassment.” This is conduct that is “severe or pervasive” in nature and has the effect of interfering with your work performance or of creating an intimidating, hostile, or offensive working environment. For this type of harassment, the harasser can be a supervisor, a coworker, an agent of the employer, or a non-employee.

Where can I find more information on the different types of harassment?

The [EEOC website](#) provides information about workplace sexual harassment. If you need help evaluating your specific situation, you can contact the TIME'S UP Legal Defense Fund. If your complaint involves sexual harassment at work, you may qualify for a free consultation.

TIME'S UP Legal Defense Fund

202-319-3053

Online intake form is available [on the TIME'S UP website.](#)

Retaliation Overview

When an employer, supervisor, or someone in a position of power takes negative employment action against an employee who engaged in a lawful activity, such as making a complaint or opposing an unlawful practice, it's called retaliation. Retaliation is illegal under federal and state law and is not permitted under [SAG-AFTRA's Code of Conduct](#).

Retaliation can include:

- ▶ Denial of work assignments or less favorable assignments
- ▶ A decrease in pay
- ▶ Being reprimanded for making the complaint
- ▶ Getting a negative performance evaluation that's not accurate
- ▶ Verbal or physical abuse
- ▶ Threatening to make or actually making reports to authorities (such as reporting immigration status or contacting the police)
- ▶ Spreading false rumors
- ▶ Knowingly changing the employee's schedule to conflict with personal or family commitments

What can I do about retaliation?

Keep a paper trail and record all instances of retaliation. Refer to our guide, [Your Right to Report Sexual Misconduct and Harassment](#). To learn more about federally-prohibited retaliation, visit the [EEOC's website](#).

Reporting Sexual Assault

If you have experienced sexual assault, you are not alone. You can view our guide, [Your Right to Report Sexual Misconduct and Harassment](#) for reporting resources and a list of support hotlines and organizations. In addition, consider telling a trusted friend or family member who can provide personal support. If you are in imminent danger, call 911.

Our Gratitude to Our Collaborators

Thank you to the silence breakers who bravely, and often at great personal expense, speak publicly about the abuses inflicted upon you at work. We dedicate this guide to you and others like you who are willing to sacrifice privacy and, in some cases, security for justice and progress.

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Genevieve Winters (<i>Women In Film</i>)	Louise Godbold (<i>Echo Training</i>)
Ita O'Brien (<i>Intimacy On Set</i>)	Susan Sprung (<i>Producers Guild of America</i>)
Ivy Kagan Bierman, Dimitry Krol, Lauren Williams (<i>Loeb & Loeb LLP</i>)	Yasmin Dunn (<i>The Hollywood Commission;</i>)

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If you identify any inaccuracies in this guide or additional entertainment industry workplace issues you would like to see addressed in it, please send your comments to hello@timesupnow.org.



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