



ANTI-HARASSMENT TIMELINE

2020

In January, SAG-AFTRA unveils landmark industry standards and protocols for intimacy coordination on set.

2019

SAG-AFTRA achieves new provisions in our Commercials and Network Television Code contracts: explicit personal harassment protections and landmark language directly based on the first SAG-AFTRA Code of Conduct guideline, which calls for the end of auditions in hotels and private residences. <https://www.sagaftra.org/sag-aftra-reaches-tentative-agreement-major-broadcast-television-networks>

SAG-AFTRA advocates for global protections at the International Federation of Actors (FIA) executive conference in Tokyo. President Gabrielle Carteris and National Executive Director David White appear on an expert panel on best practices for preventing sexual harassment. The conference, sponsored by the Japan Actors Union, hosts several hundred guests, including representatives from government, the entertainment industry and performing artists organizations.

The union shares the SAG-AFTRA Code of Conduct with the Actors Guild of India for use as a template in developing sexual harassment provisions and industry standards for performers and other workers in the massive Indian film and television production business.

Continues collaboration with AFL-CIO leadership and affiliated partners to create best-practice recommendations for the protection of workers across industries and geographies.

Continues work with the International Federation of Actors (FIA) Sexual Harassment Work Group in developing a global code of conduct and guidelines to protect actors wherever they work.

Focuses attention through the SAG-AFTRA podcast premiere episode “Sexual Harassment: Have We Reached a Turning Point?” and another in the first season, “Who Controls Your Rights: From Deepfakes to Resurrecting the Dead.”

SAG-AFTRA advocates for the passage of crucial legislation that enhances and strengthens city and state sexual harassment laws in California, New York, Hawaii and elsewhere.

- Sustains significant public policy efforts to go after tools of silence, expand the statute of limitations and allow independent contractors to sue.

Examples of legislation include:

- **Senate Bill 1300**, by California state Sen. Hannah-Beth Jackson, prohibits an employer, in exchange for a raise or bonus, or



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as a condition of employment or continued employment, from requiring the execution of a release of a claim or right under FEHA or from requiring an employee to sign a nondisparagement agreement or other document that purports to deny the employee the right to disclose information about unlawful acts in the workplace, including sexual harassment.

- **Senate Bill 224**, also by Jackson, expands protections to explicitly prohibit sexual harassment in certain sensitive business relationships that exist outside of the employer-employee legal structure.
- **Senate Bill 820**, by California state Sen. Connie Leyva, prohibits secret settlements and non-disclosure agreements in sexual harassment cases.
- **Senate Bill 1343**, by California state Sen. Holly Mitchell, mandates, for the first time, sexual harassment training for non-supervisory employees.

Sponsors and supports legislation that bans image-based sexual abuse, specifically, two bills concerning nonconsensual digitized nudity and sex scenes.

- SAG-AFTRA National Executive Director David White pens an op-ed discussing image-based sexual abuse for *The Wrap*. <https://www.thewrap.com/deepfake-tech-consent-actors-rights-sex-scenes/>
- SAG-AFTRA applauds the California Assembly and Senate for passing Assembly Bill 602, authored by Assemblyman Marc Berman, D-Palo Alto, and state Sen. Connie Leyva, D-Chino. This legislation provides meaningful justice for victims, many of whom are SAG-AFTRA members, of nonconsensual digital sexually explicit videos, also known as “deepfakes.” <https://www.sagaftra.org/sag-aftra-applauds-california-legislature-passing-assembly-bill-602-which-protects-victims-%E2%80%98deepfake>

In May, Rep. Adam Schiff, D-California, chairman of the House Permanent Select Committee on Intelligence, joins SAG-AFTRA President Gabrielle Carteris, SAG-AFTRA members Alyssa Milano, Heidi Johanningmeier, National Executive Director David White and privacy and security experts Hany Farid and Mary Anne Franks to discuss the emerging threat of “deepfakes.” <https://www.hollywoodreporter.com/behind-screen/deepfakes-threat-democracy-assayed-at-sag-aftra-panel-1208176>

In July, SAG-AFTRA announces that it will standardize, codify and implement guidelines for on-set intimacy coordinators. The guidelines will seek to establish new, relevant policies for nudity and simulated sex; define the duties and standards for intimacy coordinators on productions; and specify acceptable training, vetting and qualifications of intimacy coordinators. <https://www.sagaftra.org/sag-aftra-standardize-guidelines-intimacy-coordinators>

In September, the SAG-AFTRA Sexual Harassment Work Group hosts some of the entertainment industry’s top intimacy coordinators in a discussion of the next phase of their initiative to develop, standardize and codify appropriate protocols for intimacy coordination on sets. <https://www.sagaftra.org/sag-aftra-begins-talks-develop-protocols-intimacy-coordinators>

2018

On Jan. 9, SAG-AFTRA member Chantal Cousineau testifies on behalf of the union at a hearing of the State Senate Judiciary Committee in support of California Senate Bill 224, which amends existing California sexual harassment law by adding directors and producers to the list of examples of relationships that have civil liability for sexual harassment. <https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/california-senate-sexual-harassment-bills.aspx>

On Jan. 21, the SAG-AFTRA Code of Conduct is announced at the SAG Awards to an audience of 2.8 million. The Code defines what kinds of behavior will not be tolerated and provides members with a clear understanding of their rights in the workplace. <https://www.youtube.com/watch?v=HmKBujgSs>



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— On Feb. 2, SAG-AFTRA President Gabrielle Carteris' Blue Ribbon Commission on Safety establishes a Sexual Harassment Work Group and appoints members to serve.

— On Feb. 7, SAG-AFTRA President Gabrielle Carteris meets with U.S. Rep. Jackie Speier on Capitol Hill to discuss legislative solutions to gender equity, workplace power differentials and solutions to the harassment epidemic.

— On Feb. 10, SAG-AFTRA launches the Four Pillars of Change Initiative to eradicate sexual harassment and enhance equity.

- The Four Pillars of Change: https://www.sagaftra.org/files/sa_documents/call_to_action_final.pdf
- A Call to Action: https://www.sagaftra.org/files/sa_documents/call_to_action_final%20%281%29.pdf
- Code of Conduct: https://www.sagaftra.org/files/sa_documents/sag-aftra_code_of_conduct_f2_2_o.pdf

— On March 1, SAG-AFTRA partners with the Equal Rights Advocates and hosts a panel with California state Sens. Hannah-Beth Jackson and Connie Leyva, ERA Executive Director Noreen Farrell, SAG-AFTRA President Gabrielle Carteris and actor Mira Sorvino to discuss current legislative efforts and legal opportunities available to combat sexual harassment.

— On April 12, the union releases Code of Conduct Guideline No. 1, calling for an end to auditions and job interviews held in hotel rooms and private residences. https://www.sagaftra.org/files/sa_documents/sag-aftra_guideline1.pdf <https://www.cnn.com/2018/04/12/entertainment/sag-code-of-conduct-hotel-room-meetings/index.html>

— In June 2018, SAG-AFTRA expands the existing 24/7 safety hotline to include a specialized trauma hotline staffed by clinicians for those working in our jurisdiction who are experiencing, or who have suffered, sexual harassment or assault.

— SAG-AFTRA holds training sessions on identifying and reporting sexual harassment for the union's elected leadership as well as members of the Broadcast Steering Committee.

— In August, SAG-AFTRA partners with the SAG-AFTRA Foundation and The Actors Fund to bring counseling services to members. <https://actorsfund.org/about-us/news/actors-fund-sag-aftra-and-sag-aftra-foundation-join-forces-bring-sexual-harassment>

— In December, arts, entertainment and media unions affiliated with the Department for Professional Employees, AFL-CIO, took joint action to combat workplace harassment. Nine of the unions meet on Dec. 13 and pledge to share contract language, training resources, codes of conduct and best practices to strengthen the individual efforts of each union to continue improving their industries. <https://www.sagaftra.org/arts-entertainment-and-media-unions-take-joint-action-workplace-harassment>

2017

— Releases a media statement on Oct. 9 decrying the alleged abuse by Harvey Weinstein, reminding the industry and the public of employers' responsibility to maintain workplaces free of harassment and discrimination, and referencing our Safety Hotline at (844) SAFER SET. <https://www.sagaftra.org/sag-aftra-statement-safety-women-entertainment-and-media-industry-o>

— SAG-AFTRA President Gabrielle Carteris emails members on Oct. 13 to remind them about the Safety Hotline and connect them to important resources. <https://www.sagaftra.org/important-message-president-o>

- On Oct. 25, SAG-AFTRA President Gabrielle Carteris addresses the delegates of the quadrennial convention of the AFL-CIO, announcing a collaboration to study sexual harassment across industries. <https://pagesix.com/2017/10/26/gabrielle-carteris-calls-for-sexual-harassment-protection-in-unions/>
- On Oct. 26, SAG-AFTRA authors a declaration at the Executive Committee meeting of the International Federation of Actors (FIA), urging the global entertainment industry to “develop a long-term strategy to achieve a discrimination-, harassment- and retaliation-free work environment.” The declaration is approved unanimously. <https://www.hollywoodreporter.com/news/actors-unions-sag-aftra-fia-call-end-sexual-harassment-1052156>
- Updates and enhances reporting process with expanded training for staff to handle the increase in calls.
- On Nov. 14, hosts a panel featuring attorney Gloria Allred, who delivered a 20-minute teach-in on sexual harassment and guided a discussion with a panel of industry leaders, including SAG-AFTRA President Gabrielle Carteris, director Niki Caro, assistant director Liz Tan, actor/producer Lisa Vidal and casting director Debra Zane. <https://www.laweekly.com/women-in-hollywood-search-for-post-weinstein-solutions/>
- On Nov. 17, the union teams up with the SAG-AFTRA Foundation to co-host an industry panel about sexual harassment in the entertainment industry for membership in New York and nationwide via livestream. The panel features Lillian Gallina, LCSW social work supervisor, The Actors Fund; Adam Moore, national director, EEO & Diversity, SAG-AFTRA; Lowell Peterson, executive director, Writers Guild of America East; Lydia Dean Pilcher, national VP motion pictures, Producers Guild of America; and Laura S. Schnell, attorney, employment law, Eisenberg & Schnell LLP. It was moderated by Cynthia López, former NYC film commissioner. <https://www.boldnyc.org/single-post/2017/11/17/SAG-AFTRA-Foundation-Addressing-Sexual-Harassment-Panel-Discussion>
- Strengthens available tools for people to report acts of harassment, anonymously if necessary, without fear of retaliation. This included an update of our *Know Your Rights* brochure and website section. <https://www.sagaftra.org/membership-benefits/membership/know-your-rights>
- Engages with dozens of media outlets on this topic. In addition to providing context and information for the general public, media opportunities are often effective in reaching our large and diffuse membership. https://www.google.com/search?q=sag-aftra+and+sexual+harassment&client=safari&sxsrf=ACYBGNTMXrrjv_XHOFFnWFUhmURSpQdqoQ:1576537127231&source=lnms&tbn=nws&sa=X&ved=zahUKEwiEisa7orvmAhU6CjQIHT-oCwEQ_AUoAXoECAwQAw&biw=1345&bih=1087
- Includes feature-length pieces on sexual harassment in the Fall/Winter 2018, Spring 2019 and Fall/Winter 2019 issues of *SAG-AFTRA* magazine.
 - Spring 2018 – *Culture Change*: <https://www.sagaftra.org/culture-change>
 - Winter 2017 - *SAG-AFTRA Stands Against Harassment*: <https://www.sagaftra.org/sag-aftra-stands-against-harassment>
 - Summer 2019 – *SAG-AFTRA Standardizes Guidelines*: <https://www.sagaftra.org/safety-dignity-integrity-sag-aftra-standardize-guidelines-intimacy-coordinators>
- SAG-AFTRA President Gabrielle Carteris and union officials meet and talk with representatives of Time’s Up about ways to fight sexual harassment and provide support for victims.
- On Dec. 15, SAG-AFTRA joins LucasFilm CEO Kathleen Kennedy and other industry leaders in creating the Anita Hill-chaired Hollywood Commission on Sexual Harassment and Advancing Equality in the Workplace to establish new supportive practices and policies. <https://variety.com/2017/film/news/anita-hill-sexual-harassment-commission-1202643105/>