

THE **TIME'S UP** GUIDE TO

Working in Entertainment

Your Rights in Auditions

UK EDITION
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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 behaviour as an accepted feature of our industry dies here and now.

— *Lupita Nyong'o*

In response, TIME'S UP UK have worked in collaboration with TIME'S UP Entertainment in the US to create 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 UK 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 info@timesupuk.org.

In solidarity,
TIME'S UP UK

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Resources at a Glance

Acas

Acas gives employees and employers free, impartial advice on workplace rights, rules and best practice. It also offers training and help to resolve disputes.

Call the free confidential helpline: [0300 123 1100](tel:03001231100) Website www.acas.org.uk/bullying

Actors' Benevolent Fund

The Actors' Benevolent Fund has two grant programmes open to professional actors, actresses and stage managers.

- ▶ Support for those who are unwell, injured or unable to work because of their age
- ▶ One-off grants for those who are experiencing financial hardship owing to coronavirus

Bectu

Bectu represents employees, contract and freelance workers across the media and entertainment industries. Its members are supporting artistes or those who work in non-performing roles in broadcasting; film and cinema; digital media; independent production; leisure: live events; theatre and the arts. It is committed to making workplaces safe and free from bullying and harassment. You can access its sexual harassment resources here.

If you need any advice or support and are already a Bectu member, or want to become a member, contact by email membership@bectu.org.uk or call [020 7346 0900](tel:02073460900)

BFI Bullying, harassment and racism prevention for the screen industries

Full details of the principles and guidance for tackling and preventing bullying, harassment and racism in the screen industries, commissioned by the BFI and supported by organisations across the UK, can be accessed [here](#).

Casting Directors Association

An alliance and support system of professional UK casting directors dedicated to upholding professional standards within the industry.

Website: www.castingdirectorsassociation.com

Advice: advice@castingdirectorsassociation.com

Casting Directors' Guild

The Guild is a professional organisation of casting directors in the film, television, theatre and commercials communities in the UK and Ireland, who have joined together to further their common interests in establishing a recognised standard of professionalism in the industry, enhancing the stature of the profession, providing a free exchange of information and ideas, honouring the achievements of members and standardisation of working practices within the industry.

The Casting Directors Guild website is here: www.thecdg.co.uk

The Casting Directors Guild Complaints portal can be accessed here: www.thecdg.co.uk/complaints

Citizens Advice Bureau

It might be against the law if you're being treated unfairly or differently at work because of who you are, such as being disabled or being a woman. If it is, you can complain to your employer or take them to an employment tribunal. The main law that covers discrimination at work is the Equality Act 2010 – part 5 covers work. For guidance you can contact an adviser through the Citizens Advice Bureau national phone service:

- ▶ Adviceline (England): [0800 144 8848](tel:08001448848)
- ▶ Adviceline (Wales): [0800 702 2020](tel:08007022020)
- ▶ Advice (Scotland): [0800 028 1456](tel:08000281456)
- ▶ Advice (Northern Ireland): www.citizensadvice.org.uk/about-us/northern-ireland/
- ▶ Relay UK – if you can't hear or speak on the phone, you can type what you want to say: [18001](tel:18001) then [0800 144 8884](tel:08001448884)
- ▶ You can use Relay UK with an app or a textphone. There's no extra charge to use it. Find out how to use Relay UK on the Relay UK website.

The Adviceline is available from 9am to 5pm, Monday to Friday. It's usually busiest at the beginning and end of the day. It's not available on public holidays. Calls to Adviceline are free from mobiles and landlines. You can see more about our call charges.

Equality and Human Rights Commission

If you need expert information, advice and support on discrimination and human rights issues, contact the Equality & Support Service (EASS) on:

Phone: [0808 800 0082](tel:08088000082) Textphone: [0808 800 0084](tel:08088000084)

You can email using the contact form on the EASS website. Also available through the website are BSL interpretation, web chat services and a contact us form.

Post: FREEPOST, EASS HELPLINE, PN6 521

Opening hours:

- ▶ 9am to 7pm Monday to Friday
- ▶ 10am to 2pm Saturday
- ▶ closed on Sundays and public holidays

Equity

Equity is committed to helping those who have endured bullying, threats or attacks; changing our industry's culture to stop perpetrators and to let them know that they will be held accountable for their actions.

Members can report incidents to the Bullying and Harassment Helpline ([020 7670 0268](tel:02076700268)) and receive advice on what to do in their situation.

They can also email on harassment@equity.org.uk.

Members can also call the mental health and wellbeing helpline on [0800 917 6470](tel:08009176470) (they must have their Equity number to hand).

Other useful links:

[Agenda for Change](#)

[Safe Spaces](#)

[Being Stalked Resource](#)

[Bullying and Harassment](#)

Intimacy Coordinator Companies

- ▶ Centaury Co.: www.centaury.co/
- ▶ Intimacy Coordinators of Colour: www.intimacycoordinatorscolor.com
- ▶ Intimacy Directors and Coordinators: www.idcprofessionals.com
- ▶ Intimacy for Stage and Screen: www.intimacyforstageandscreen.com
- ▶ Intimacy on Set: www.intimacyonset.com
- ▶ Intimacy Professionals Association: www.intimacyprofessionalsassociation.com
- ▶ Moving Body Arts: www.movingbodyarts.com

Old Vic Guardians Programme

The Old Vic Guardians are a group of trained staff who offer a confidential outlet for colleagues to share concerns about behaviour or the culture at work. The Guardians Programme is an Old Vic innovation, designed to help any organisation go further in its commitment to creating a safe and secure working environment for all. The information pack about how to create a Guardians Programme is available for download [here](#).

Additionally, a Guardians Network has been formed to bring together the group of organisations from all sectors (not just the arts) who have implemented the principles of a Guardians Programme. It has created a practical guide so there is no barrier to implementation, no matter what size the organisation or the level of its resource. And, through the Network, organisations can access pro bono legal training for their Guardians three times a year from Lewis Silkin, share best practice within the group on anonymised trends and learnings, and centralise resources. Each organisation, each industry, will have experiences and solutions with universal application that, through this open collaboration of resources and ideas, will benefit and strengthen us all.

PMA

The PMA is a membership organisation for agents who represent actors, writers and directors working in film, television, theatre and radio. It was set up over 70 years ago with the intention of encouraging good practice among agents, by encouraging better communication between agents; and better communication from agents to the industry.

Find out more here: thepma.com/

Rape Crisis England & Wales

Rape Crisis England & Wales (RCEW) is a feminist organisation that supports the work of Rape Crisis Centres across England and Wales. It also raises awareness and understanding of sexual violence and abuse in all its forms.

Find your local rape crisis centre here:

rapecrisis.org.uk/get-help/find-a-rape-crisis-centre/

Rape Crisis Northern Ireland

Rape Crisis Northern Ireland is a non-governmental organisation and support service for anyone who is 18 and over and has experienced serious sexual assault and/or rape in adulthood.

Phone: [0800 0246 991](tel:08000246991)

Information and Support Line: Mondays and Thursdays, 6pm to 8pm

Email: support@rapecrisisni.org.uk or rapecrisisni.org.uk/get-help-now/

Rape Crisis Scotland

Access support every day between 6pm and midnight – the helpline offers free and confidential support and information by phone, email and text. It offers support to anyone aged 13 and over, of any gender, affected by any form of sexual violence, no matter when or how it happened. It supports survivors, as well as family, friends and supporters. It can also put you in touch with local rape crisis centres or other services if you need longer-term support. It can arrange for free language interpreters, including British Sign Language, to access support if your first language is not English.

Phone: [08088 01 03 02](tel:08088010302)

Email: support@rapecrisisscotland.org.uk

Text: [07537 410 027](tel:07537410027) – for initial contact, information and signposting
(standard network charges apply)

If you contact us by text and we can't answer straightaway, let us know when it will be a safe time to contact you. When you contact the helpline by text message, your number is visible to us.

Rights of Women

Rights of Women is a women's charity working in a number of ways to help women through the law. Its services aim to provide women with the legal advice and information they need to understand and use the law and their legal rights. It also works to improve the law for women and increase women's access to justice. It gives free employment legal advice to women in England and Wales experiencing sexual harassment at work, including:

- ▶ Identifying sexual harassment
- ▶ How to bring a complaint against your employer
- ▶ Advice about grievances and investigations
- ▶ The employment tribunal procedure
- ▶ Settlement agreements and non-disclosure agreements

Call: [020 7490 0152](tel:02074900152) – opening hours: Mondays, Tuesdays and Wednesdays, 3pm to 5pm and 6pm to 8pm. The advice line is closed on public holidays.

www.rightsofwomen.org.uk

Sexual Assault Referral Centre

Contact a local Sexual Assault Referral Centre (SARC), or one of the Havens in London, for immediate medical and emotional support after rape or assault. Visit The Survivors Trust for more information. For support, advice and information call 0808 801 0818.

find the nearest SARC [here](#).

Spotlight

Spotlight connects performers with roles in theatre, television and film productions. They have compiled a handy list of resources for their agent and casting members. This list includes guidelines on language and inclusivity, codes of conduct, child employment resources and more: www.spotlight.com/help-and-faqs/links-for-professionals-on-spotlight/

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 give them 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 are in imminent danger now or at any time, call 999 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 UK industry resources such as The Casting Directors’ Guild (CDG), Casting Directors Association (CDA), Personal Managers’ Association (PMA), IMDb.com, CastingSociety.com, or Backstage.com, or by searching Google. Established casting technology and resource companies include Breakdown Services, Casting Networks, Spotlight and Backstage. 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.
- ▶ If the project is non-union, be extra vigilant. Know that you are never obligated to agree to any direction or any advance that makes you feel physically or emotionally unsafe. Look at the team who are attached to the project, to see if they are legitimate.

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 or an individual 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 only if you are unrepresented. You will likely be asked for a phone number or email at this stage, but never a home address. Only ever give an email or a number, nothing else. If you prefer keeping your personal phone number and email private, consider creating an alternate work phone number and email. Often in film and TV 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, but even in this instance, the minimum a dancer would be expected to wear is either a bikini or swimming trunks. 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. First auditions never require nudity or intimacy, even if it's noted in the script. 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.

Intimacy, nudity, and recalls

The initial audition should never require partial or total nudity or physical intimacy or simulated sexual acts. For Equity or equivalent productions, full nudity and simulated sex are explicitly prohibited at all auditions. However, sometimes during recalls, 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', eg a bikini for women and swimming trunks for men. If intimacy is required of any kind, best practice would be to have an Intimacy Coordinator present.

These types of recall typically take place in a casting studio or on a film set-type environment. In the past, these types of recall 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. In any case, you can bring a friend to your audition if you feel uncomfortable, or request an alternative location. A credible audition would not happen in a home setting.

If you have been asked to be involved in a recall that involves physical touching 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, for example by following the [Intimacy on Set Guidelines](#) regarding auditions. (Note that our advice below is also relevant for film, TV and photo shoots.)

Before you arrive at the recall:

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.
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?

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

At the recall:

- ▶ You should not be asked to perform intimacy semi-nude in any audition.
- ▶ If a scene with intimacy, or semi-nudity, is asked for in a second/final audition, it must be conducted in a closed audition room.
- ▶ You have a right to know in advance who will be in the room.
- ▶ If an audition is recorded, request to draw up a contract stating that, once the role is cast, the recorded audition content is to be destroyed.

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 to 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 you are pressured to compromise your own boundaries (eg take off your top when you've made it clear you aren't comfortable doing so), 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; it may indicate that inappropriate behaviour 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 a recall 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 (eg 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, TV channel or studio financing the film or project has a human resources department, you can report the inappropriate conduct, whether or not it qualifies as unlawful harassment. You can also report the behaviour to Equity or equivalent, if you are a member. If it is unlawful harassment, you have additional options. You can view more information in our guide, [Your Right to Report Sexual Misconduct and Harassment](#). If the casting director is a member of CDG, it has a complaints portal.

The *Intimacy on Set Guidelines* regarding auditions:

Where, in exceptional circumstances, nudity or semi-nudity is required in a recall, the actor must be informed in advance and provided with the script. All material recorded must be protected, and be destroyed once the role has been cast.

1. The actor to sign a written agreement with the casting director that any recording of a nude or semi-nude audition will be confidential.
2. The actor may be asked to audition in specific clothing (eg. swimwear) required for a commercial, but will be informed in advance.
3. If an actor is semi-nude in a recall, they may bring a support person to be with them throughout the shoot.
4. The only other people allowed to be present in the audition room will be the casting director and/or director/producer, and the reader.

Your rights under the law

In general, employees (including actors participating in casting meetings and auditions) are protected from sexual harassment and discrimination under British law, under the Equality Act which came into force from October 2010, which is a modern, single legal framework with clear law to better tackle disadvantage and discrimination.

If something happened to you during an audition, and you are trying to understand your options, please refer to 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.

Ahead of any audition please note:

- ▶ 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 on a recall. 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 recall audition** where modesty garments are worn. This is only permissible at one final recall and must be a closed audition.
- ▶ A producer or any member of the creative team must **notify a performer in advance** if they are expected to participate in a partially nude recall audition where swimwear is to be 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 mobile phones, is prohibited.
- ▶ A producer or any member of the creative team must obtain your prior written consent to **take photos or capture footage** of you in your modesty garments; and should state that once the role is cast, all such photos and footage must be destroyed at your request.

Discrimination during casting

It is against the law to discriminate against someone because of a protected characteristic. These are:

- ▶ Race
- ▶ Colour
- ▶ 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. 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. 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...”

Young performers under 16 years

This includes anyone 16 or younger who needs a local education authority licence to be able to work.

A parent/guardian or chaperone 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. The only exception is when the child is attending on-set school during production.

Performers under 16 must always be accompanied by a parent/guardian or chaperone to a casting. Unless specific requirements are needed for a child, or if they are very young, the parent/guardian or chaperone will wait outside the audition room. In order for an audition to take place with a child of 16 years or under, the casting director, or at least one other adult in the casting room, must have a valid Enhanced DBS Certificate.

Useful resources:

- ▶ [National Network for Children in Employment and Entertainment – UK](#)
- ▶ [Employing Children – Film & Theatre – Ireland](#)
- ▶ [Child Performance & Legislation Guidelines](#)
- ▶ [Good Practice Guidelines for Working with Young Performers \(PMA & Spotlight\)](#)

Sexual Harassment During Auditions

Sexual harassment is unwelcome behaviour 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 laws that may protect you from workplace sexual harassment. Harassment can be one or more severe incidents, or a series of less severe incidents. For example, petty slights, annoyances and isolated incidents (eg 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.

Certain behaviours are illegal in the workplace under UK criminal law. Other behaviour may not be illegal, but still violates your employer's policies or union protections. In other words, **even if what happened to you isn't illegal harassment, you still might be able to report it.**

Before we discuss illegal harassment, we want you to know that YOU do not have to figure out whether what's happening to you is illegal or not. You are not alone, and you have options. You can call your local police and they will help you determine if you have an actionable case. Or, if you are being harassed based on your sex or gender and need help figuring out whether you can take legal action for what's happening to you, there are organisations that can help.

If you're a member of a trade union

Contact your local representative or check your trade union's website for how to get in touch. They'll help you decide what to do and might be able to come to meetings with your employer to support you.

Contact Citizens Advice

Contact your nearest Citizens Advice – it can help with your discrimination problem and any other problems you have. For example, if you were unfairly dismissed, you can get advice about money problems you might have if you're not working.

Look for free legal help

You might be able to get free legal help as part of your home insurance, or through legal aid or a law centre. Check how to get free legal help.

Contact Acas

If you can't get help from Citizens Advice or free legal help, contact Acas. It is an impartial organisation that aims to help people solve problems at work. It can be helpful if discrimination isn't your only problem, for example if you're being discriminated against, or being paid late.

Acas helpline

Telephone: [0300 123 1100](tel:03001231100)

Text relay: [18001 0300 123 1100](tel:1800103001231100)

Calls usually cost up to 40p a minute from mobiles and up to 10p a minute from landlines. They should be free from your mobile if you have a contract that includes calls to landlines –

check with your supplier if you're not sure. If you're not comfortable speaking English, you can say which language you prefer when you call.

Contact the EASS helpline

You can also contact the Equality Advisory & Support Service (EASS) with discrimination problems – it can help you find a way forward, but can't give legal advice.

EASS helpline

Telephone: [0808 800 0082](tel:08088000082)

Text relay: [0808 800 0084](tel:08088000084)

Monday to Friday, 9am to 7pm Saturday, 10am to 2pm Calls to these numbers are free. You can also contact the EASS helpline by filling in an online form or chatting online with an adviser. Check the EASS contact page for how to get in touch.

Behaviour 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](#), which can be downloaded from the TIME'S UP UK website: www.timesupuk.org.

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 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, 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 harassment but was unwelcome, is that harassment?

Depending on what happened, the behaviour could be 'severe or pervasive' in nature and have 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 colleague, an agent of the employer or a non-employee.

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

Women's charity Rights of Women can help women navigate the law. Its services aim to provide women with the legal advice and information they need to understand and use the law and their legal rights. It also works to improve the law for women and increase women's access to justice. It gives free employment legal advice to women in England and Wales experiencing sexual harassment at work, including:

- ▶ Identifying sexual harassment
- ▶ How to bring a complaint against your employer
- ▶ Advice about grievances and investigations
- ▶ The Employment Tribunal procedure
- ▶ Settlement Agreements and Non-Disclosure Agreements

Call: [020 7490 0152](tel:02074900152)

Opening hours: Mondays, Tuesdays and Wednesdays: 3pm – 5pm and 6 – 8pm.
The advice line is closed on bank holidays.

The main law that covers discrimination at work is the Equality Act 2010 – part 5 covers work. For guidance you can also contact an adviser through the Citizens Advice Bureau national phone service:

- ▶ Adviceline (England): [0800 144 8848](tel:08001448848)
- ▶ Adviceline (Wales): [0800 702 2020](tel:08007022020)
- ▶ Relay UK – if you can't hear or speak on the phone, you can type what you want to say: [18001](tel:18001) then [0800 144 8884](tel:08001448884)

You can use Relay UK with an app or a textphone. There's no extra charge to use it. Find out how to use Relay UK on the Relay UK website.

Adviceline's available 9am to 5pm, Monday to Friday. It's usually busiest at the beginning and end of the day. It's not available on public holidays. Calls to Adviceline are free from mobiles and landlines.

Victimisation Overview

If you're treated badly because you complain about discrimination, or you help someone who has been discriminated against, this is called **victimisation**. Victimisation is unlawful under the [Equality Act 2010](#). If you've been treated badly because you complained, you may be able to do something about it.

Discrimination that is against the Equality Act, is unlawful. This means you can take action in the civil courts. Because the Equality Act recognises you may be worried about complaining, you have extra legal protection when you complain about discrimination.

For example, if you make a complaint of sex discrimination against your employer. As a result, you're denied a promotion. This is victimisation and you can take action against your employer under the Equality Act. You've suffered a detriment as you didn't get promoted.

It's unlawful for someone to treat you badly because you do something about unlawful discrimination, or because they think you have done or may do something about unlawful discrimination.

What can I do about victimisation?

Keep a paper trail and record all instances of victimisation. Refer to our guide, [Your Right to Report Sexual Misconduct and Harassment](#).

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 organisations. In addition, consider telling a trusted friend or family member who can provide personal support. If you are in imminent danger, call 999.

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 info@timesupuk.org.

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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