

THE **TIME'S UP** GUIDE TO

# **Working in Entertainment**

---

## **Your Rights in Nude, Intimate, and Sex Scenes**

UK EDITION  
APRIL 2021



# 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](mailto:info@timesupuk.org).

In solidarity,  
TIME'S UP UK

# Table of Contents

<b>4</b>	Resources at a Glance
<b>9</b>	Nude, Intimate and Simulated Sex Scenes Overview
9	Your rights under the law
<b>15</b>	Negotiating Your Boundaries
15	Start with knowing and communicating your boundaries
15	Using a nudity rider
15	Beyond the basics
15	Working with an Intimacy Coordinator
16	Working without an Intimacy Coordinator
16	If you change your mind
<b>18</b>	Our Gratitude to Our Collaborators

*The information provided does not, and is not intended to, constitute legal advice; instead, all information, content, and materials are for general informational purposes only. Information provided may not constitute the most up-to-date legal or other information. This publication contains links to other third-party websites. Such links are only for the convenience of the reader, user or browser; TIME'S UP UK and its partners do not recommend or endorse the contents of the third-party sites. No reader, user, or browser should act or refrain from acting on the basis of information herein without first seeking legal advice. All liability with respect to actions taken or not taken based on this publication are hereby expressly disclaimed. The content on this posting is provided "as is" no representations are made that the content is error-free.*

# 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](http://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](mailto: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](http://www.castingdirectorsassociation.com)

Advice: [advice@castingdirectorsassociation.com](mailto: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](http://www.thecdg.co.uk)

The Casting Directors Guild Complaints portal can be accessed here: [www.thecdg.co.uk/complaints](http://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/](http://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](mailto: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/](http://www.centaury.co/)
- ▶ Intimacy Coordinators of Colour: [www.intimacycoordinatorsocolor.com](http://www.intimacycoordinatorsocolor.com)
- ▶ Intimacy Directors and Coordinators: [www.idcprofessionals.com](http://www.idcprofessionals.com)
- ▶ Intimacy for Stage and Screen: [www.intimacyforstageandscreen.com](http://www.intimacyforstageandscreen.com)
- ▶ Intimacy on Set: [www.intimacyonset.com](http://www.intimacyonset.com)
- ▶ Intimacy Professionals Association: [www.intimacyprofessionalsassociation.com](http://www.intimacyprofessionalsassociation.com)
- ▶ Moving Body Arts: [www.movingbodyarts.com](http://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/](http://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/](http://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](mailto:support@rapecrisisni.org.uk) or [rapecrisisni.org.uk/get-help-now/](http://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](mailto: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](http://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/](http://www.spotlight.com/help-and-faqs/links-for-professionals-on-spotlight/)

# Nude, Intimate and Simulated Sex Scenes Overview

Actors participating in nude, intimate and simulated sex scenes are extremely vulnerable. Unfortunately, the entertainment industry has done little to protect them from abuse.

Actors have reported:

- ▶ Being the only woman on-set and not being given a robe to cover up between takes
- ▶ Being asked “to have actual sex” instead of simulated sex
- ▶ Having members of the crew film sensitive scenes on their smartphones and publicly post the material
- ▶ Having their nude images used in marketing campaigns without their approval
- ▶ Experiencing sexual assault mid-shoot

Our guide will help you understand:

- ▶ Your rights when filming a nude, intimate, or simulated sex scene
- ▶ How to prepare for filming a scene, including communicating your boundaries and negotiating nudity riders
- ▶ How to work with Intimacy Coordinators
- ▶ What to do if no Intimacy Coordinator is available

**If you are in imminent danger now or at any time, call 999 immediately.**

## Your rights under the law

In the UK employees are protected from sexual harassment and unlawful discrimination under the Equalities Act 2010.

There are three types of sexual harassment claims that can be made:

- 1 Unwanted conduct of a sexual nature. Examples would include inappropriate touching, suggestive gestures and sexual innuendos or explicit jokes. Persistent requests for a date would fall within this category.
- 2 If you are treated less favourably because of having rejected (or accepted) a sexual approach. This could be that you were blocked from a role or promotion. You may find that you are the subject of unfair criticism or comments from that individual.
- 3 Sex related harassment would include hostile comments about for example you having to leave work early due to childcare commitments or generally if you are on the receiving end of negative comments that are made to you because of your sex. You can face discrimination not only whilst in your role, but also if you are subject to discrimination when applying for a role.

The harassment may not just take place in the workplace, but can also extend to work-related social events. It can also be showing someone inappropriate material on a computer or making overly sexual references; there does not have to be physical touching for it to be properly described as sexual harassment.

Another factor that may be important, could be the power dynamic; a junior employee can be in a difficult position when dealing with comments or unwanted sexual advances from a more senior member of the team.

## **Your Employer's Duty**

The Equality Act places the duty on your employer to protect you from harassment. An employer is therefore generally liable for the acts of its staff. Your claim would therefore not simply be against the member of staff harassing you, but also against your employer, whose duty it is to protect you.

If you believe that you are the victim of sexual harassment, you should inform your employer or line manager. That, of course, may not be possible, but all employers should have a process by which staff can raise a formal grievance. Once a grievance has been lodged, your employer is duty bound to investigate this.

To assist you in this process, you should try to record details of harassment as they happen. Keeping a diary of comments and events is a good evidence.

## **The process of making a claim to an Employment Tribunal**

You generally have three months to lodge your claim with an employment tribunal, but it is possible to get an extension if you have missed this time. The safest way to calculate this, is to look to make the claim within the three-month period of the last act of harassment. This is of course a big step, and it is always best to take legal advice about your rights.

You may be worried about people finding out about your claim. The Employment Tribunals Act 1996 provides for the restriction of publication in employment tribunal cases involving sexual misconduct and sexual offences. This allows the tribunal to impose reporting restriction orders in cases that involve sexual misconduct.

You should consider speaking to Acas (Advisory, Conciliation and Arbitration Service). This is a government-funded body that will provide you with advice on employment law, and can offer to mediate an agreement without the need to go to a tribunal. [www.acas.org.uk](http://www.acas.org.uk).  
Legal helpline [0300 123 1100](tel:03001231100)

## **Civil/Criminal Cases and Anonymity**

If you are the victim of sexual assault/harassment, you may also have a claim in civil law against the perpetrator of that harm, or your employer for damages to compensate you for the harm sustained and the losses to you. In civil law there is generally a three-year limit within which formal proceedings need to be lodged at Court.

However, the law recognises that victims of sexual assault may not report an assault until many years later and the Court will consider extending this deadline if it can be shown that there were good reasons why the claim was not progressed earlier.

**Section 1 of the Sexual Offences Act 1992** entitles a victim of a sexual offence to lifelong press anonymity from the moment that allegation is made. Nothing about the individual may be published if the information would lead to the identification of that individual. This important protection is available in the UK to victims of sexual assault and is a major difference from many other jurisdictions.

You may decide that you wish to report the matter to the police. If so, you should be reassured that your anonymity is protected and if you needed to attend Court, you would again be anonymised. This is of vital importance to victims. It should also be noted that there is no time limit for reporting matters to the police. Investigation of serious crimes can happen many years after the events.

If something happened to you during a nude scene 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.

Generally, unless the production is licensed to create and sell pornography, requests to do sexual acts on set may violate your rights and you may have the right to refrain from them.

UK laws may affect this. There are also laws governing the employment of minors in the entertainment industry. Check the law in your filming location to learn more.

Additionally, no computer-generated imagery (CGI), prosthetics, or digitising of your image or body with respect to the nude and simulated sex scenes may be conducted without your written consent.

For all actors, you must give your prior written consent, which is a contract with the production, before rehearsing or filming a scene with:

- ▶ Nudity
- ▶ Partial Nudity
- ▶ Simulated sex acts
- ▶ Digital doubling or digitization, such as using CGI to superimpose a performer, or body parts onto the body of another performer

In the UK, with British actors, consent to what you are comfortable with, with regard to nudity and simulated sex, is written into your basic contract. In the US, this is known in the industry as a nudity rider, nudity waiver, simulated sex rider, intimate scene rider or simulated sex waiver. With all the purpose is to establish the rights and obligations of the production and the actor performing in a nude, intimate or simulated sex act, or simulated sexual assault scene. A rider is also required if a performer or background actor is to appear nude or perform a simulated sex act on set, even if this exposure or performance is only meant to aid the filming process and will not be depicted in the film.

The rider must include a general description of the nudity or simulated sex acts, and the relevant script pages should be attached and referenced. If a production does not obtain consent, it does not have the right to use the footage. For more information on nudity riders, review our guide to [Nudity Rider Basics](#)

#### Producers must:

- ▶ Maintain a workplace **free from unlawful harassment and sexual assault**.
- ▶ **Investigate** reports of unlawful harassment and sexual assault, take action and make reasonable efforts to maintain confidentiality.
- ▶ Not ask actors to engage in **real sex acts** instead of simulated sex acts, whether nude or clothed, including any genital-to-genital contact without the protection of a physical barrier.
- ▶ Not **authorise still photography** of nude or simulated sex scenes without your prior written consent. Unused still photographs must be deleted or securely stored.
- ▶ Not use footage or still photos of nudity in **any promotional material, publicity or trailers** without your prior written consent.
- ▶ Not **victimise** actors who raise complaints or participate in investigations.
- ▶ **Intimacy Coordinators** should be used in instances of simulated sex, nudity, sexual violence etc.

#### For performers and background filming nude and simulated sex scenes:

- ▶ As stated, you must have a **signed nudity or simulated sex rider** with the production prior to shooting.
- ▶ **The set and monitors must be closed** to anyone not essential to the filming or rehearsal of the scene, such as financiers or guests.
- ▶ The production **must provide a cover-up, such as a bathrobe**, when you are nude or wearing only modesty garments, for when you are not rehearsing or shooting the scene, or when there is a pause in rehearsing or shooting.
- ▶ No-one is allowed to **record footage of the scene** using personal recording devices.
- ▶ **Intimate body parts must be covered**, unless you agree in your rider to expose an intimate body part on set or on film.
- ▶ You have the **right to withdraw your consent** to do a nude or simulated sex act scene at any time. If you do, the producer has the right to double you physically or digitally, but only to the extent you agreed to in your nudity rider. You may not withdraw your consent to film already photographed.
- ▶ You are within your rights to **ask for an Intimacy Coordinator** to work with you on intimate content.

#### For performers and background who are minors (17-years-old and younger):

- ▶ Productions are required under British law to verify that any performer or background actor participating in a nude or simulated sex act scene is **18 years old or older**.
- ▶ Scenes involving a minor are regulated by **British law**, which imposes severe penalties and requires strict adherence.
- ▶ Minors may not perform in any scene involving the **simulation of a sex act**.

- ▶ **Minors may not perform** in scenes exposing their genitals, pubic area or breasts, if they are post-pubescent.
- ▶ Minors **may not be on a closed set** where adult performers are appearing nude or simulating a sex act.
- ▶ An **adult performer cannot kiss or touch a minor** in a sexual way during the performance of an intimate scene.
- ▶ Any intimate contact that includes a minor, **requires the hiring of an Intimacy Coordinator**, and it is recommended also in consultation with a child psychologist.

#### **For performers only:**

- ▶ **Once a producer knows** a role will require nudity or simulated sex, they must notify the performer.
- ▶ The producer must provide your rider **before call time**. The rider must provide a description of the nudity and simulated sex acts, and attach any relevant pages of the script. Any changes to the nudity or simulated sex acts must also take place before call time.
- ▶ In short, **consent must be provided** prior to filming the scene and at the earliest practicable time.
- ▶ The performer shall be provided with the name and phone number of a designated producer representative or a hotline number to ask questions about the rider.
- ▶ **The producer shall advise the director and line producer or unit production manager (UPM)** of the parameters of your consent to appear nude or engage in simulated sex acts.
- ▶ You must have a **signed nudity or simulated sex rider** with the production prior to shooting.
- ▶ The **set and monitors must be closed** to anyone not essential to the filming or rehearsal of the scene, such as financiers or guests.

#### **For performers and background filming nude and simulated sex scenes:**

- ▶ As stated, you must have a **signed nudity or simulated sex rider** with the production prior to shooting.
- ▶ The **set and monitors shall be closed** to anyone not essential to the filming or rehearsal of the scene, such as financiers or guests.

#### **For background/supporting actors only:**

- ▶ **The rules governing notice and nudity and simulated sex riders differ** for background/supporting actors. Casting agencies supplying background actors must obtain as much information as possible from the producer regarding nudity or simulated sex acts in the role, and inform you prior to booking. If you are employed for simulated sex, you should get a specific rate, and as such be booked to undertake that role.
- ▶ **If you are NOT notified of nudity or simulated sex** in advance of your call time, you may refuse to engage in the performance and still be paid for the day.

- ▶ **It is ok to ask questions and keep records.** You may want to ask who is considered 'essential' to filming the scene, and note if people are there who are just watching.
- ▶ You can also **ask outright which nudity and simulated sex acts are expected**, if a robe or hygienic barriers will be provided, and if they're using an Intimacy Coordinator.
- ▶ **Make notes for yourself**, or even send yourself a text, stating what has been agreed or anything that makes you feel uncomfortable or that's outside the agreement.
- ▶ You should also be given the opportunity to **outline your personal boundaries**.

# Negotiating Your Boundaries

## Start with knowing and communicating your boundaries

Before casting, ask yourself if you are willing to perform a nude, intimate or simulated sex scene. If you are, knowing and communicating your boundaries is an important part of your artistry and safety as a performer.

First, **determine your boundaries** by having an honest conversation with yourself about what you feel comfortable doing. Ask yourself:

- ▶ Are you okay with kissing?
- ▶ What kind of nudity or simulated sex might you be willing to do in a professional context?
- ▶ What circumstances might make you comfortable with such scenes?
- ▶ What circumstances would make you uncomfortable?

If you have representation, have the same conversation with them.

In addition to discussing what you feel comfortable doing and what your boundaries are with your agent or manager, make sure the casting director, director and, if you are cast, the producer, have agreed to your terms before moving forward with auditioning for, or performing in, roles requiring such activity.

For more information on your rights in auditions, please review our [Your Rights in Auditions guide](#)

## Using a nudity rider

A nudity rider is a legal contract that describes what you consent to performing during your nude or simulated sex scene. You should have a signed nudity rider before filming starts. For more information on nudity riders, review our guide to [Nudity Rider Basics](#).

## Working with an Intimacy Coordinator

An Intimacy Coordinator is a choreographer of intimate and nude scenes. Their goal is to keep performers physically and emotionally safe while realising the filmmaker's vision for the performance. Using an Intimacy Coordinator is a best practice because they play an essential role in keeping sets safe.

## The role of an Intimacy Coordinator

Intimacy Coordinators wear many hats. They are movement choreographers, liaisons between actors and production, and advocates for the actors. Professional Intimacy Coordinators

should have cross-disciplinary backgrounds in areas such as acting, directing, harassment, consent, and mental health.

For a more detailed example of the role Intimacy Coordinators and directors play in a production, you can review the [Intimacy On Set Guidelines](#) as developed by lead Intimacy Coordinator Ita O'Brien, and founder, Intimacy On Set, and [Pillars of Rehearsal and Performance Practice](#) developed by Intimacy Directors International (IDI), a non-profit focused on training and developing best practices for intimate, nude and simulated sex performances. Learn more about [when to request an Intimacy Coordinator](#) as drafted by Alicia Rodis of Intimacy Directors and Coordinators.

## Qualifications of Intimacy Coordinators

An Intimacy Coordinator should be an experienced individual who is trained specifically to coordinate intimate scenes for television and film. They should be trained in most, if not all, of the following: movement directing and coaching, protective gear in regard to actor comfort and sexual health awareness, mental health first aid and trauma training, consent language training, conflict resolution training, anti-harassment and sensitivity training, sexual dramaturgy and advocacy, and on-set etiquette.

## Working without an Intimacy Coordinator

If an Intimacy Coordinator is not available on set, you should still consider your boundaries, as discussed earlier in this guide:

- ▶ If you choose to take a person with you for support, convey your boundaries to them so that they can advocate for you, if necessary.
- ▶ If auditioning, have a frank conversation before the scene with your acting partner and the casting director during which you share your boundaries and ask your acting partner about their boundaries.
- ▶ If on set, have a frank conversation before the scene with your acting partner and the director or the producer, during which you share your boundaries and ask your acting partner about their boundaries.

## If you change your mind

If you ever feel any hesitation about performing a nude scene, you or your representatives can object and withdraw consent at any time, even if you have already signed a release. As in your personal life, you have the right to revoke your consent to participate in nudity or simulated sex at any time.

Once you have participated in the actual filming of a nude or simulated sex scene(s), you continue to have the right to withdraw participation in the filming of additional nude or simulated sex scenes.

If you exercise your right to revoke your consent, the production has the corresponding right to double you. However, the nudity or simulated sex portrayed through doubling shall be limited to the nudity or simulated sex that you originally agreed in your nudity rider. This applies whether the production doubles you digitally or through use of a body double. If you have an Intimacy Coordinator or advocate on set, communicate your discomfort, and they will help you handle the remaining scenes at hand.

**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](mailto: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.

*The TIME'S UP Guide to Safety for Performers* series would not have been possible without the generous help and continued dedication of the following individuals and organisations:

Alysia Reiner  
Alyssa Milano  
America Ferrera  
Brie Larson  
Caitlin Dulany  
Carrie Liao  
Christa Peters  
Dana Belcastro  
Debra Bergman  
Georgia Clark

Dominique Huett  
Jennifer Esposito  
Johnathon Schaech  
Lena Waithe  
Leslie Silva  
Lili Bernard  
Marisa Shipley  
Michelle Hurd  
Mira Sorvino

Naomi Despres  
Natalie Portman  
Nithya Raman  
Pamela Guest  
Sara Fisher  
Sarah Ann Masse  
Sarah Scott  
Sydney Sharp  
Yolanda T. Cochran

Ade Rawcliffe (*ITV*)  
Alicia Rodis  
(*Intimacy Directors International*)  
Amanda Blumenthal  
(*Intimacy Professionals Association*)  
Barbara Broccoli (*EON Productions*)  
Caroline Hemmington (*BECTU*)  
Cathy Repola (*Motion Picture Editors Guild*)  
Deeba Syed (*Rights of Women*) Dipanwita  
Deb Amar (*Arnold & Porter*) Genevieve  
Winters (*Women In Film*) Helen Hodge (*The Old Vic*)  
Ita O'Brien (*Intimacy On Set*)  
Ivy Kagan Bierman and Dimitry Krol,  
Lauren Williams (*Loeb & Loeb LLP*)  
Jamie Ramsay (*Spotlight*)

Jen Smith (*BFI*)  
Jenne Casarotto  
(*Casarotto Ramsay & Associates Ltd*)  
Jessica Barth (*Voices In Action*)  
Jessica Glaisher (*BECTU*)  
Jessica Ladd (*Callisto*)  
Jill Greenfield (*FieldFisher*)  
Kate Buckley-Sharma (*42*)  
Kate Varah (*The Old Vic*)  
Kirsten Schaffer (*Women In Film*)  
Lisa Gelobter (*tEQuitable*)  
Louise Godbold (*Echo Training*)  
Philippa Childs (*BECTU*)  
Sophie Hallett (*The Casting Directors' Guild*)  
Susan Sprung (*Producers Guild of America*)  
Yasmin Dunn (*The Hollywood Commission*)

In addition, thank you to the hundreds of actors, producers, crew and other entertainment industry workers who shared their experiences, observations and ideas with us. Though you are not named here individually, collectively your insights have shaped this work. We look forward to future conversations with and opportunities to learn from you.

Dame Heather Rabbatts, Chair, TIME'S UP UK and Rebecca Ladbury, Communications, TIME'S UP UK adapted this guide for the UK context, which was initially authored by Mara Nasatir, Director of Initiatives for TIME'S UP Entertainment. TIME'S UP staff Amanda Harrington, Angie Jean-Marie, Ankita Kanakadandila, Devan King, Emily Koh, Jen Klein, Ngoc Nguyen, Rakeen Mabud, and Rebecca Goldman all contributed to the project.

**TIME'S™**  
**== UP**  
**UK**

