

KNOW YOUR RIGHTS & YOUR UNION

The best way to compete in the world of entertainment and news media is to be a prepared, well-trained and informed professional. Learn from these real-world experiences, understand your rights and take action.

DISCRIMINATION & HARASSMENT

YOUR REALITY: I'm a broadcaster who has been working at this station for 25 years. Last week, the general manager called me in and said, "Why don't you think about retiring? We need more young blood here."

YOUR RIGHTS: Various federal, state and local laws protect you from being treated differently in the hiring process or work environment on the basis of your sex, race, color, creed, national origin, age, marital status, disability, gender identity, gender expression and sexual orientation. If you believe you are subject to unlawful discrimination or harassment contact Equity & Inclusion at SAG-AFTRA at (323) 549-6644.



SEXUAL HARASSMENT

YOUR REALITY: I'm a background performer and the producer promised to get me a speaking line and upgrade me to a principal role if I went on a date with her.

YOUR RIGHTS: The law imposes an affirmative obligation on employers to maintain a workplace free from sexual harassment and retaliation. Sexual harassment can take many forms, so please speak to your union if you have concerns by dialing (855) SAG-AFTRA / (855) 724-2387 and pressing 1 or contacting Equity & Inclusion at SAG-AFTRA at (323) 549-6644.



PREGNANCY

YOUR REALITY: A producer asked me at an audition if I was pregnant.

YOUR RIGHTS: Legally, you are under no obligation or deadline to tell your employer or prospective employer about your pregnancy. Under the Pregnancy Discrimination Act (PDA), employers are prohibited from discriminating against you based

on your pregnancy. They cannot refuse to hire, fire, change your job assignments or pay, or make promotion or demotion decisions based upon your pregnancy. The Americans with Disabilities Act covers impairments or disabilities resulting from pregnancy, thus employers are required to make reasonable accommodations for your pregnancy related disability. There are many legal protections and benefits for pregnant people at work. Remember it's your choice to disclose.



PRE-EMPLOYMENT INQUIRIES, BREAKDOWNS & AUDITIONS

YOUR REALITY: Today at the audition, a casting director asked me, "What is your ethnic background and what country are your parents from?"

YOUR REALITY: The breakdown for this project said, "You must be Pakistani and no older than 45. No exceptions."

YOUR RIGHTS: SAG-AFTRA has a zero tolerance policy against unlawful harassment and discrimination by an employer. The union will support the rights of anyone working under our contracts who feels that he/she may have experienced a violation. Almost without exception, employers are prohibited from asking about your sex, race, color, creed, national origin, age, marital status, disability, gender identity and sexual orientation during the hiring process. You are under no obligation to provide an answer. You have every right to refuse and point out why this is not an appropriate question. If you are not comfortable doing this in the moment, however, you can also try a gentler tactic which will allow you to contact the union after you leave the room. Similarly, a casting breakdown should only describe the character/role and the skills required because it's not what you are, it's what you can play. Remember: Our contracts along with federal, state and city laws protect your right to an equal employment opportunity and your right to be considered on the basis of what you can do and not how you may self-identify or are labeled by others.



SAG-AFTRA

sagaftra.org/equityinclusion

CONTACT US

diversity@sagaftra.org

(323) 549-6644

(212) 827-1542

24-Hour Safety Hotline

(844) Safer Set • (844) 723-3773

sagaftra.org



OTHER HELPFUL RESOURCES

Federal EEO Commission

(800) 669-4000

California Civil Rights Department

(800) 884-1684

NY Commission on Human Rights

(212) 306-7560

For resources in other local areas

(323) 549-6644

SAG-AFTRA Ethnic Employment Opportunities Committee

The EEO Committee works to increase opportunities for members of any and racial/ethnic groups so that the American Scene is accurately reflected in all areas of our work force.

The EEO Committee explores ways to promote diversity by educating members and industry stakeholders on the value of inclusion and the contractual policies of non-discrimination and fair employment.

It is a core value of SAG-AFTRA that our strength is in our diversity. We are committed to the broadest employment and involvement of our members, regardless of race, national origin, ancestry, color, creed, religion, sex, marital status, sexual orientation, political affiliation, veteran status, gender identity or expression, age or disability. SAG-AFTRA strives to educate and engage members so that they may be full participants in the workings of their union. We are proud to be a model of inclusion, democratic organization and governance.



ACCESSIBILITY

YOUR REALITY: As a wheelchair user, I arrived at the casting studio to discover that there was no elevator or ramp to get up to the audition room. I wanted to call the casting director, but was worried inconveniencing them would blow my chance at getting the job.

YOUR RIGHTS: The Americans with Disabilities Act (ADA) requires employers to provide reasonable accommodations. If you don't feel comfortable asking on your own, contact the union and we'll help make it happen. If you see something wrong, tell your union.



TRANSLATION

YOUR REALITY: The producer approached me on set to see if I could translate a few of the lines into Chinese for the leading actress.

YOUR RIGHTS: The SAG-AFTRA AMPTP Codified Basic Agreement says that a “performer may not be required to translate another performer’s dialogue into any language other than that in which a script is written. However, a performer may bargain separately for such non-covered* services.” *Know your contract.* Before you take the job, be sure to work out a deal for appropriate compensation. If you have to make an in-the-moment decision, contact your representative or do your best to strike an acceptable deal right then and there.

* NOT PART OF YOUR PERFORMER SALARY AND NOT SUBJECT TO P&H/H&R.

Top 3 Things To Keep In Mind

- 1. If you see something wrong, tell your union.** Use discretion and if you can say something on the spot, do so, or report it ASAP to the union. You can always report things anonymously.
- 2. It's not what you are, it's what you can play.** Whether on a breakdown, in an audition or on the job, the criteria should always be what your professional qualifications are, and not what your personal identification might be.
- 3. Always keep records.** Names, dates, locations, including your earnings — paystubs and vouchers — everything.

Know Your Contracts

The best way for the union to protect you is for you to know the union — and the provisions and protections that are negotiated on your behalf in all the contracts. Knowing the provisions and protections guaranteed by your contract is the best way to ensure you are always protected. All contracts are accessible online at sagaftra.org/productioncenter.

Know Your Rights

You have the right to stop a meeting with management until a union rep can accompany you. Read about your Weingarten rights at sagaftra.org/weingarten-card.