



Sexual Harassment

Sexual Harassment is a form of sexual discrimination based on sex/gender, gendered identity, gender expression, or sexual orientation. Anyone can be the target of sexual harassment. Sexual harassment occurs when a person is made uncomfortable because of unwelcome, sexual conduct. This includes indecent or suggestive remarks, unwanted touching, or unwelcome pressure for sexual activity. IMG does not tolerate any form of sexual harassment. If you are the victim of sexual harassment on set or anywhere else, you have the right to speak up.

WHAT BEHAVIOR MAY CONSTITUTE SEXUAL HARASSMENT?

This may include:

- Unwanted sexual advances
- Offering career opportunities in exchange for sexual favors
- General leering; gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters
- Derogatory comments, epithets, slurs, or jokes by another person
- Graphic comments, sexually degrading words, or suggestive or obscene messages or invitations
- Physical touching or assault, as well as impeding or blocking movements

THERE ARE TWO TYPES OF SEXUAL HARASSMENT

1. Quid Pro Quo sexual harassment: When someone conditions a job or other booking opportunity on your submission to sexual advances or other conduct based on sex.
2. Hostile work environment sexual harassment: When unwelcome comments or conduct based on sex unreasonably interfere with your performance on set, or create an intimidating, hostile, or offensive work environment.

The harassment must be severe or pervasive to be unlawful, which means that it alters the conditions of your work environment. A single act of harassment may be sufficiently severe to be unlawful.

WHAT CAN I DO IF I BELIEVE I HAVE BEEN SEXUALLY HARASSED?

Let us know. Reach out to your manager/agent or a representative from IMG. If possible, write down the details of the incident, any witnesses, and gather any physical evidence that could help your claim. You can also report the incident through our client hotline.

You may also file a complaint of discrimination with the Department of Fair Employment and Housing (the "DFEH") within one year of the last act of harassment. The DFEH may file a civil complaint on your behalf, in state or federal court to address the causes of the discrimination.

Finally, you can pursue the matter through a private lawsuit in civil court after a complaint has been filed with the DFEH and a Right-to-Sue notice has been issued.



WHAT REMEDIES CAN I SEEK?

These may include:

- Damages for emotional distress from each offender responsible for harassment
- Hiring or reinstatement if you lost a job due to harassment
- Termination of the offender responsible for harassment

Sexual harassment can disrupt a work environment, traumatize the parties involved, and affect your life outside your job. Do not hesitate to reach out if you believe you have been sexually harassed.

IMPORTANT MATERIALS

DFEH Form 185: <https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2017/06/DFEH-185-ENG.pdf>

DFEH Sexual Harassment FAQs: <https://www.dfeh.ca.gov/resources/frequently-asked-questions/employment-faqs/sexual-harassment-faqs/>

DFEH Sexual Harassment Poster: https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/12/DFEH_SexualHarassmentPoster.pdf