



## 2-Minute Safety Talk - 2

# Canadian Creative Industries Code of Conduct

In today's safety talk, we will get to know the new Code of Conduct that has been adopted by most of the major organizations in the film and screen industry.

The Code was developed by an industry-wide working group in early 2018. It is a commitment to safe and respectful workplaces, and an industry free of racism and harassment, including sexual harassment, discrimination, bullying and violence. The Code has been signed by employer organizations like the CMPA, many unions and guilds, and some theatre schools and casting and talent management organizations.

Work in the film and screen industry is not like work in a factory or an office. The Code of Conduct is clear that workplaces in our industry can include auditions and casting meetings, job interviews, industry events, festivals, awards, company functions, production studios and sets, offices and rehearsal and performance venues. When the activity is linked to our employer, we are at work.

The Code commits the organizations that have signed on to it to encourage reporting of complaints. And to make it safer to report harassment, these organizations must come up with anti-racism and anti-harassment policies and a process to investigate and resolve complaints. They will also protect workers who bring forward a complaint from retaliation. They promise to implement proportional consequences for violating the principles of the Code.





Proportional consequences means not firing someone the first time they tell an offensive joke. And the promise of no retaliation means not labelling a worker as a “problem” for speaking out about harassing behaviour.

Most of the signatory organizations don’t have all these policies and procedures in place yet. They will have to move quickly if they want to follow through with their commitment to get rid of harassment and make our workplaces safe for everyone.

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