

## **Shaham's (The Israeli Actors Organization) Manifesto for the Prevention of Sexual Harassment in the Acting World**

### **Introduction**

Shaham is committed to ensuring that actresses and actors while engaging in the acting profession, and during their training period in learning institutions, are entitled to a safe work and study environment without fear of harm to their dignity, privacy and liberty. Shaham has adopted a clear and accessible policy that rejects sexual harassment and other sexual misconduct towards actresses and actors in order to reduce and even eliminate sexual harassment in the acting world. The objectives of this Manifesto are as follows:

- To Encourage a work and study environment for actresses and actors that reduce the likelihood of sexual harassment and other misconduct of a sexual nature.
- To Create a comprehensive framework of etiquette and ethics in the work and study environment designed to protect actresses and actors against sexual harassment and other unacceptable sexual misconduct.
- To bring to the attention of the actresses and actors, their employers, directors, principals and teachers in acting schools, and any other party who comes into contact with actresses and actors, the behaviors that constitute sexual harassment or other misconduct of a sexual nature.
- To make sure that any sexual harassment or other misconduct of a sexual nature against an actress or actor will be thoroughly and comprehensively dealt with by the relevant responsible party.

We will work towards the full implementation of this Manifesto in cooperation with all relevant factors that come into contact with actresses and actors in the acting world.

\*All the examples cited in the Manifesto refer to male and female and all that is stated in the singular refers to the plural and vice versa, unless explicitly stated otherwise.

## **What is sexual harassment?**

Sexual harassment is one of five prohibited forms of behavior (According to the Prevention of Sexual Harassment Law, 1998) and they are:

1. The extortion of a person by threats to commit an act of a sexual nature. For example, a director implying (to an actress) that acceptance of the job is dependent on the performing an act of a sexual nature.
2. Indecent act: An actor who touches intimate parts of another actor other than what's required in the play/scene.
3. Repeated suggestions of a sexual nature even though the person to whom the proposal is directed has shown that he/she is not interested. For example: repeated suggestions by a director or cast member to an actor to leave together.
4. Repeated references to a person's sexuality, even though the person to whom the references were directed to, showed that he/she was not interested in them. For example: a director or actor who makes comments to an actress about her intimate bodily parts. However, there is no need to show disagreement in cases 3 and 4 in the following cases:
  - Taking advantage in Relationship of authority. For example, when dealing with a director/Assistant director;
  - Abuse of authority, creating dependence, or in a treatment of a minor, a helpless person, or a patient. For example, when it's about a teacher in an acting school.
5. A humiliating or degrading treatment of a person due to his/her gender or sexual orientation, whether he/she showed that it disturbed them or not. For example: An actor who calls another actor by a derogatory name related to his sexual orientation.

## **What is maltreatment?**

According to the Prevention of Sexual Harassment Law, harassment is an offense of any kind resulting from sexual harassment, or a complaint or a suit filed for sexual harassment. For example: a director who replaces an actress during rehearsals for a performance due to a complaint filed against him for sexual harassment.

## **Prevention of Sexual Harassment in Acting schools**

### Appointment of a Supervisor

- Acting Schools shall appoint a supervisor on their behalf to receive complaints and hold Inquiries in the event of sexual harassment within the framework of the school, in accordance with the provisions of the Prevention of Sexual Harassment Law.

### Auditions

- Auditions for being accepted to the school will be held on school premises only.
- Showing nudity or intimate contact between candidates (focus exercises, etc.) will not be allowed in auditions for acting schools.

### Acting lessons and acting exercises

- A student will be entitled to refuse to take part in an acting exercise if he/she believes that it may cause a sexual abuse to his/ her privacy and dignity.
- Students practicing for a scene they are performing together will coordinate expectations about the boundaries of the scene prior to rehearsals.
- Among those taking part in acting exercises which are not part of a rehearsal of a scene, there will be no contact with intimate organs.
- It will not be required to display nudity in acting lessons or in acting exercises that are not part of rehearsals and plays.
- A student will not be required to speak during class about their sexual orientation and preferences.

### **Teacher - Student relationship**

## Rehearsals and productions within the school

The Prevention of Sexual Harassment Law sees intimate relationships, including consensual sex, whether temporary or ongoing, between relations of authority and subordination, as a behavior that harms the weak side in this type of relationship of conversion and subordination (i.e. the student in this case) personally and professionally. This behavior can often constitute an abuse of authority as well as be harmful to the learning environment as a whole. This is based on the view that when there is a relationship of authority and subordination, there is a serious doubt that the intimate relations embody a real consent, and that in any case it affects inequality and may lead to exploitation and discrimination in the school.

Therefore:

- A school teacher, whether or not he or she is part of the school staff, or an external teacher or director (i.e. "Authorized one") will not have intimate relations with a student as long as the student is in the school.
- The Authorized one will be responsible for preventing intimate relationships. In the event that such relationships occur, the Authorized one will be subject to disciplinary proceedings initiated by the school administration.
- Work meetings and rehearsals with authority figures from the school will only be held on school premises and during school hours or in a neutral work space adapted for the institution's use.
- Rehearsals for school productions will be held on the premises only or, in a neutral work space adapted for the institution's use.
- In case nudity or intimate scenes are required for a production, the student's consent will be required in advance.
- Rehearsals that include nudity or intimate scenes of a student, will be held as close to the production date as possible, in a limited forum, after coordinating expectations among the staff while maintaining the student's dignity. A student who is about to take part in a rehearsal that includes nudity or intimate scenes will be offered the presence of another person of his/her choice.
- In the course of rehearsals that include nudity, none of the participants will take any photographs, neither for personal nor for

advertising purposes. If there is a need to film a video clip for the purpose of studying, it will be done only in garb.

## **Prevention of Sexual Harassment Theaters**

- Theaters shall appoint a supervisor on their behalf to receive complaints and to hold inquiries in the event of sexual harassment and/or harassment in the context of labor relations, in accordance with the provisions of the Prevention of Sexual Harassment Law.
- Auditions, rehearsals for production, work and rehearsal appointments with the director, will be held at the theater area or in a neutral work space adapted for the use of the institution. Fringe productions will make an effort to hold auditions and rehearsals not in private spaces.
- For the initial auditions, stage A of a presentation, nudity will not be included even if the intended role requires nudity.
- When the role requires nudity or intimate scenes, the theater must give the actor full details about the scenes and level of exposure before signing of the personal contract, and as much as possible prior to the audition. In case there is no personal contract, the above details will be provided in the theater's statement to the actor, and the actor/actress will not be required to perform nudity or intimate scenes that have not been notified and agreed upon in advance.
- Nudity rehearsals will be done as close as possible to the performance of the play, in a limited forum, after coordination of expectations among the staff, with maximum sensitivity and with respect for the actors.
- Photographs from the production for public relations will not include nudity, unless the actor has agreed to it in advance.
- Actors should not exceed the boundaries of directing while performing sex scenes and nudity. The contact between actors during intimate scenes will be in accordance with the directions of the director, and will not include touching intimate parts if this has not been agreed upon in advance.

**TV and film productions**

- The production will appoint a supervisor on its behalf to receive complaints and conduct inquiries in the event of sexual harassment and/or harassment within the production framework.
- When the role requires scenes of nudity or sex, the producer must give the actor full details about the scenes and the level of exposure and publicity in the contract, before signing the personal contract.
- During the auditions of nude or sex scenes and while filming these scenes in the film itself, only the minimum necessary staff will be present on the set, according to the discretion of the producer.
- The Producer is committed not to use nude and sex scenes, except in the final editing of the production.
- Actors will not exceed the boundaries of the directions given by the director, while performing sex scenes and nudity. The contact between actors during the execution of scenes will be in accordance with the directing instructions and will not include contact with intimate organs where it has not been agreed upon in advance.

## **Conclusion**

Shaham will act to ensure that acting schools, theaters, film and television productions and any other institution or body that employs actors will fully implement the provisions of the law, the regulations for the prevention of sexual harassment (employer duties) and the rules of conduct set out in this Manifesto, including:

- Take reasonable measures to prevent sexual harassment or misconduct against and from principals, teachers, directors, employees and students, including the appointment of a supervisor for the purpose of receiving and handling complaints concerning these matters.
- Effective treatment in the event of sexual harassment or other misconduct on a sexual ground; shall do all in their power to prevent the recurrence of such acts and to heal the injury caused to the complainant as a result of the harassment.
- Regulations will be determined which will state the main provisions of the Law on Sexual Harassment and the rules of conduct set forth by this Manifesto, as well as details of the manner in which complaints of sexual harassment or other misconduct on a sexual ground will be treated.