

# Managing Bullying & Harassment in the Film Industry

## Definition - the phrase “bullying & harassment”:

- a) **Includes** any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but
- b) **Excludes** any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Not all inappropriate, offensive, or disrespectful conduct is bullying & harassment. The behaviour must be humiliating or intimidating to be considered bullying & harassment.

## Bullying & harassing behaviour can include:

- verbal aggression, insults or yelling
- spreading malicious rumours or gossip
- calling someone derogatory names
- vandalizing personal belongings or sabotaging someone’s work
- physical or verbal threats
- making personal attacks based on someone’s private life and/or personal traits
- making aggressive or threatening gestures

## Bullying and harassing behaviour does not include:

- expressing differences of opinion
- offering constructive feedback, guidance, or advice about work-related behaviour
- reasonable action taken by an employer or supervisor relating to the management and direction of workers (e.g., managing a worker’s performance, taking reasonable disciplinary actions, assigning work)

## What to do if you’ve experienced bullying & harassment at work

It is the employer’s responsibility to ensure there is a safe work environment free of bullying & harassment. If you feel you have been bullied or harassed you must report the incident as soon as possible to your employer. In the film industry, this could be your supervisor, like a BG Coordinator, Stunt Coordinator, AD, or a Production Manager. You can also report the incident to the ‘Safety Hotlines’ that are found on most call sheets. US Studio Safety Hotline numbers can be found here:

[https://www.csatf.org/studio\\_safety\\_hotlines.pdf](https://www.csatf.org/studio_safety_hotlines.pdf)

Always record the names and contact information of anyone who may have witnessed the incident(s) in question.

Once reported, the employer must investigate the complaint and resolve the situation. Call UBCP/ACTRA to report the incident so the union can follow up with the production and ensure the matter is being dealt with.

If the situation is not resolved, and/or the alleged bullying & harassment continues, call UBCP/ACTRA so we can advise you of the next steps to take with WorkSafeBC.

**If you are unsure what to do at any time, call UBCP/ACTRA 604-689-0727 as soon as possible or contact the Health & Safety Performer Advocate: [lori.stewart@ubcp.com](mailto:lori.stewart@ubcp.com)**