

**ON SEXUAL HARASSMENT, DISCRIMINATION  
AND RETALIATION IN THE ENTERTAINMENT AND MEDIA INDUSTRIES**

WHEREAS, the International Federation of Actors (“FIA”) and its 87 affiliated unions and performer organizations in more than 60 countries worldwide are deeply committed to advancing and protecting the rights of all performers; and

WHEREAS, every performer has the right to a safe and harassment-free working environment in which they can provide the best possible performance, and to be free from discrimination or retaliation; and

WHEREAS, the FIA Charter on Gender Equality enshrines equal treatment and freedom from sexual harassment as fundamental rights of every performer; and

WHEREAS, retaliation for the reporting of sexual harassment is as repugnant as the harassment itself;

BE IT RESOLVED that the FIA Executive Committee, on behalf of the Federation and its affiliates:

1. **APPLAUDS** the courage and commitment of the many performers that have spoken out in recent days about their experiences of sexual harassment and discrimination in the entertainment and media industry, despite the real risks of confronting the perpetrator of that harassment or discrimination;
2. **CONDEMNS** in the strongest terms any individual that has chosen to carry out sexual harassment, discrimination or retaliation for the reporting of harassment;
3. **URGES** the industry to treat this matter seriously and to work with determination and in good faith with unions and performer organizations to develop a long-term strategy to achieve a discrimination, harassment, and retaliation-free work environment;
4. **DIRECTS** the FIA Global Diversity Working Group to take appropriate measures on behalf of the Federation to prevent and reduce harassment, discrimination and retaliation through education, information sharing, establishing best practices, and providing support to FIA affiliates, including but not limited to, creating and distributing tool kits designed to empower FIA affiliates to take prompt, effective action within their own jurisdictions ; and
5. **INSTRUCTS** the Working Group to report its actions and recommendations to the next meeting of the FIA Executive Committee.

*Zagreb, Croatia – October 26, 2017*