



*This policy is reviewed annually and updated based on feedback from our community and changes in European legislation. Together, we're building a film industry where everyone can contribute their best work to safety and dignity.*

## **European Film Academy Sexual Harassment, Abuse and Bullying Policy**

### ***Short Version Policy***

*Please see the full policy for further detail on our approach to sexual harassment, abuse and bullying.*

At the European Film Academy, we have zero tolerance for any form of sexual harassment, abuse, bullying, discrimination, or victimisation.

### **Our Core Principles**

1. **Universal Responsibility:** Everyone at the European Film Academy—staff, board members, committee members, and participants in our activities—is responsible for creating a positive environment that is free from sexual harassment, abuse, bullying and supportive of all colleagues and members.
2. **Dignity and Respect:** We respect one another's dignity, bodily autonomy, and psychological wellbeing, regardless of role, seniority, nationality, or status within the organisation.
3. **Safety and Comfort:** Everyone has the right to feel safe, welcome, and comfortable in all European Film Academy activities, whether in-person, virtual, or at industry events, free from intimidation, harassment, abuse, or bullying.
4. **Prevention and Response:** The European Film Academy aims to prevent sexual harassment, abuse, and bullying through education and clear standards, and ensures proper processes are in place for reporting and investigating such behaviour if it occurs.
5. **Support and Protection:** You should feel empowered to raise challenges and make complaints if you experience any behaviour that falls below this standard. We will

support and protect those who report sexual harassment, abuse, or bullying, understanding that this can be a difficult and vulnerable experience.

## **1. What are Sexual Harassment, Abuse and Bullying?**

Sexual harassment, abuse, and bullying are serious forms of inappropriate workplace behaviour that violate a person's dignity and create hostile environments. Under European law and the laws of EU member states, these behaviours are illegal and unacceptable.

### *Sexual Harassment*

**Sexual harassment** is unwanted conduct of a sexual nature that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

#### **Types of Sexual Harassment:**

##### **Verbal Sexual Harassment**

- Sexual comments, jokes, or innuendos
- Requests for sexual favours
- Comments about someone's body, appearance, or sexual activities
- Sexual propositions or invitations
- Spreading sexual rumours or making sexual accusations

##### **Non-Verbal Sexual Harassment**

- Displaying sexually explicit materials, images, or videos
- Making sexual gestures or facial expressions
- Sending sexually explicit emails, texts, or social media messages
- Persistent staring in a sexual manner
- Blocking someone's path in a sexually intimidating way

##### **Physical Sexual Harassment**

- Unwanted touching, hugging, kissing, or physical contact
- Sexual assault or attempted sexual assault
- Standing too close in a sexual manner
- Deliberately brushing against someone
- Any unwanted physical contact of a sexual nature

## **Digital Sexual Harassment**

- Sending unsolicited sexual images or videos
- Sexual harassment via social media, email, or messaging apps
- Creating or sharing non-consensual intimate images
- Online stalking with sexual overtones
- Using dating apps to contact colleagues inappropriately

## *Abuse*

**Abuse** encompasses harmful behaviours that exploit power imbalances and cause physical, psychological, emotional, or professional harm.

### **Types of Abuse:**

#### **Psychological/Emotional Abuse**

- Persistent criticism, humiliation, or belittling
- Threats, intimidation, or coercion
- Isolating someone from colleagues or opportunities
- Gaslighting or making someone question their reality
- Verbal aggression, shouting, or hostile behaviour

#### **Professional Abuse**

- Misuse of authority or position of power
- Denying career opportunities based on personal relationships
- Setting impossible deadlines or unreasonable demands
- Taking credit for others' work or sabotaging their efforts
- Threatening job security without legitimate grounds

#### **Financial Abuse**

- Withholding payment without justification
- Exploiting expense accounts or financial arrangements
- Forcing financial dependence or control
- Misusing organisational resources for personal gain

#### **Digital Abuse**

- Cyberstalking or persistent unwanted contact
- Sharing private information without consent
- Using technology to monitor, control, or intimidate
- Creating fake profiles or spreading false information online

## *Bullying*

**Bullying** is repeated, unreasonable behaviour directed toward a person or group that creates risk to health and safety, including psychological harm.

### **Types of Bullying:**

#### **Direct Bullying**

- Verbal abuse, shouting, or aggressive language
- Public humiliation or embarrassment
- Throwing objects or aggressive physical behaviour
- Deliberate exclusion from meetings or activities
- Persistent unjustified criticism

#### **Indirect Bullying**

- Spreading malicious rumours or gossip
- Undermining someone's work or reputation
- Setting unrealistic deadlines or impossible tasks
- Withholding necessary information or resources
- Social isolation or "freezing out"

#### **Workplace Bullying**

- Overloading with work or removing all responsibilities
- Constantly changing work guidelines or expectations
- Blocking requests for leave or training
- Monitoring excessively or micromanaging
- Making threats about job security

#### **Cyber Bullying**

- Harassment via email, messaging, or social media
- Sharing embarrassing content online
- Impersonating someone online
- Excluding from digital communications or groups
- Using technology to intimidate or control

## *Important Distinctions*

### **Consent and Welcome Behaviour**

- A hug, kiss on the cheek, or casual touch is not necessarily sexual harassment
- The key factor is whether the behaviour was **unwanted** or **offensive**
- Previous consensual behaviour does not imply ongoing consent
- Professional relationships require higher standards than personal relationships

### **Impact vs. Intent**

- Sexual harassment, abuse, and bullying can occur regardless of the perpetrator's intent
- What matters is the impact on the recipient
- Cultural differences do not excuse inappropriate behaviour
- "It was just a joke" or "I didn't mean it" are not valid defenses

### **Power Dynamics**

- These behaviours can occur between any individuals regardless of hierarchy
- Power imbalances (senior/junior positions) make inappropriate behaviour particularly serious
- Abuse of authority by those in positions of power is especially harmful
- Peer-to-peer inappropriate behaviour is equally unacceptable

## *Victimisation*

**Victimisation** is treating someone badly because they have, in good faith:

- Made a complaint about sexual harassment, abuse, or bullying
- Supported someone else in making a complaint
- Given evidence in relation to a complaint
- Refused to participate in behaviour they believed was inappropriate
- Challenged inappropriate behaviour when they witnessed it

Victimisation is illegal under European law and includes:

- Retaliation such as demotion, exclusion, or termination
- Creating a hostile environment for someone who has complained
- Spreading rumours about someone who has reported inappropriate behaviour
- Denying opportunities or resources as punishment for speaking up
- Intimidating or threatening someone to prevent them from reporting

**The European Film Academy strictly prohibits victimisation and will take immediate action to protect anyone who reports in good faith or supports others in doing so.**

## **2. Scope of This Policy**

This policy applies to:

### **People Covered**

- All European Film Academy employees and contractors
- Board members and committee members
- Award jury members and selection committee participants
- Industry professional participants
- Participants in European Film Academy Knowledge Sharing programs
- Speakers, panelists, and guests at European Film Academy events
- Members attending European Film Academy activities and events
- Volunteers and interns

### **Situations Covered**

- All European Film Academy workplaces and offices across Europe
- European Film Academy-sponsored events, screenings, and festivals
- Industry events where individuals are representing the European Film Academy
- Online European Film Academy activities, including virtual events and digital platforms
- Work-related social events and networking functions
- Travel and accommodation for European Film Academy business
- Any situation where European Film Academy relationships or power dynamics are present

### **Time and Location**

- During working hours and outside working hours when related to European Film Academy activities
- On European Film Academy premises and at external venues for European Film Academy events
- During European Film Academy-sponsored travel and at industry events
- In digital spaces including social media when connected to European Film Academy activities

## **3. Reporting Sexual Harassment, Abuse and Bullying**

### **Immediate Support Options:**

### **If you experience or witness sexual harassment, abuse, or bullying:**

1. **Immediate Safety:** If you feel unsafe, remove yourself from the situation and seek help from security, colleagues, or local authorities if necessary.

2. **Document the Incident:** Record details including date, time, location, witnesses, and exactly what happened as soon as possible.
3. **Seek Support:** Contact trusted colleagues, friends, or support services for emotional support and practical advice.

#### **European-Level Support:**

- European Institute for Gender Equality (EIGE) <https://eige.europa.eu/>
- European Women's Lobby <https://womenlobby.org/>
- European Trade Union Confederation equality support <https://www.etuc.org/en/issue/equality-and-non-discrimination>
- European Union Agency for Fundamental Rights (FRA) <https://fra.europa.eu/en>
- European Women's Audiovisual Network <https://www.ewawomen.com/>
- Women in Film and Television International (WIFTI) <https://www.wifti.net/>

#### **National Support Services:**

- Sexual harassment helplines in relevant countries
- Bullying and workplace abuse support services
- Legal aid and employment law clinics
- Counselling and mental health services
- Women's rights organizations and support groups

#### **Industry-Specific Support:**

- Film industry women's networks across Europe
- Professional association support services
- Industry-specific counselling and career support
- Legal advice for entertainment industry professionals

## **4. Consequences and Disciplinary Action**

Sexual harassment, abuse, and bullying will result in serious disciplinary action, which may include:

#### **For Employees**

- Formal warning and mandatory training
- Suspension pending investigation
- Termination of employment
- Referral to law enforcement for criminal matters
- Removal from industry networks and professional associations

#### **For Board Members and Committee Participants**

- Removal from committees or advisory roles

- Termination of board membership
- Exclusion from future European Film Academy activities
- Public statement if behaviour affects European Film Academy reputation

#### **For Regular Members and External Participants**

- Exclusion from current and future European Film Academy events
- Removal from industry databases and networks
- Communication to relevant industry partners
- Legal action where appropriate
- Suspension of membership and suspension of board (in case member if member has a role within the European Film Academy board)

#### **Additional Consequences**

- Required participation in educational programs
- Supervision and monitoring of future behaviour
- Restriction from certain types of European Film Academy activities
- Financial liability for investigation costs in serious cases

## **5. Prevention and Education**

#### **Environmental Measures**

- Clear behavioral expectations at all European Film Academy events
- Professional conduct standards for industry networking
- Alcohol policies for European Film Academy events and functions
- Safe transportation and accommodation arrangements
- Regular climate surveys and feedback mechanisms

#### **Bystander Responsibilities**

- Everyone has a responsibility to challenge inappropriate behaviour
- Reporting witnessed incidents is encouraged and protected
- Support for colleagues experiencing inappropriate behaviour
- Creating inclusive environments through positive action
- Refusing to participate in or enable inappropriate behaviour

## **6. Review and Continuous Improvement**

This policy will be reviewed annually and updated to reflect:

- Changes in European and national legislation
- Feedback from staff, members, and participants

- Best practices from across the film industry
- Emerging forms of inappropriate behaviour
- Effectiveness of current procedures and support services

The European Film Academy is committed to creating a workplace and industry environment where everyone can thrive, free from sexual harassment, abuse, bullying, and all forms of inappropriate behaviour.