



**Local 600**  
International Cinematographers Guild

## How to Report Discrimination and Harassment in the Workplace

When reports of harassment and discrimination in the entertainment industry increased a few years ago, Local 600 reviewed its existing procedures and developed additional protocol for assisting members who experienced those conditions in their workplace. Local 600 condemns all workplace harassment and discrimination and considers it as important a safety issue as any other threat to our members' health and well-being. Nobody should ever have to endure harassment or discrimination.

If you believe you are experiencing harassment or discrimination for any reason, but particularly based on race, color, religion, sex (including gender, sexual orientation, and pregnancy), age, national origin, or union affiliation at your worksite, we want to know about it. We can help you by explaining your options. The fact is that some interactions that are unpleasant may not rise to the level of being illegal or impermissible. It is important that you act quickly as potential options for taking action have specific time limits attached to them. Below is a list of potential actions we can review with you. The list of whom to contact in each region is at the end of this document.

**Criminal Conduct Should Immediately be Reported to the Police:** In the event you are the victim of a criminal act which includes any sort of physical altercation or unwanted touching or a threat of future harm, you should consider contacting the police. This will memorialize the incident.

**Reporting to the Employer is Critical:** Your employer has the responsibility to provide a safe workplace for you. Workers may feel unsure about relaying incidents to employers, but the employer has resources to conduct a thorough investigation of the incident. The employer has the legal responsibility to keep the workplace safe and act on reports of harassment or discrimination. If after conducting an investigation, an employer assigns culpability, they should take disciplinary action against employees who are found to be perpetuating harassment or bullying in the workplace.

**These Claims Cannot be Arbitrated Under Most IATSE Agreements:** The Basic Agreement and most other IATSE Agreements do not provide for binding arbitration on claims of



discrimination. When the local has raised issues around discrimination, the process available to try and resolve such claims under the contract is usually through non-binding mediation where the parties must come to an agreement. Claims can only be made where the actions are related to race, color, religion, sex (including gender, sexual orientation, and pregnancy), age, national origin, or union affiliation. If you believe the employer has acted in a discriminatory way, you should consider seeking redress through federal or state agencies or a private attorney.

**There are Federal and State Agencies That Can Take Up These Claims:** If you believe you have suffered from discrimination or harassment in the workplace and the employer has failed to take action to address it, you have the right to file a claim in person or online at the Federal Equal Employment Opportunity Commission (EEOC) at [eeoc.gov](http://eeoc.gov), or at various state agencies including the Department of Fair Employment and Housing (DFEH) in California, the Division of Human Rights in New York State, the Commission on Human Rights in New York City, The Department of Human Rights in Illinois and the Commission on Equal Opportunity's Equal Employment Division in Georgia. You should check the timelines carefully as they vary federal to state, and state by state.

**Sometimes a Private Attorney is the Best Resource:** Because of the limitations on what the Local 600 Agreements cover, in some cases you may wish to consider contacting a private attorney to analyze the merits of a potential lawsuit against an employer who fails to provide a discrimination and harassment-free workplace or against a person who has assaulted or harassed you. In some instances, an attorney will take the case on contingency and only collect their fees if they are successful in either negotiating or litigating a financial settlement. These lawsuits can take a significant amount of time. The Guild does not recommend or refer to specific attorneys. Many state bar associations have legal referral services and many law firms offer free consultations on potential claims.

**Union Discipline May Be an Option:** If you believe that the person or people who are engaged in illegal discrimination or harassment in the workplace are fellow union members, you may file charges under the Constitution and Bylaws of both Local 600 and the International. The remedies under such charges are limited: the person bringing the charges will not be compensated and the union does not have the ability to stop the accused person from working unless an employer takes action to remove them from the roster. (If you are charging another Local 600 member, the charges would be filed under the Local 600 Bylaws; if the person you are charging is a member of another IATSE Local, charges would be filed with the International under the IATSE Constitution. Both those documents can be found on our website and contain the details on timelines and process for such charges.)

**Due Process Benefits Everyone:** While we all believe that certain conduct is unacceptable in the workplace, the evidence matters. Often, not all of the information about an incident is public. To take any action, an accusation must be supported by evidence. Not every accusation is true, and procedures that require due process give everyone a chance to defend themselves and be heard equally.



# Report the Incident

If you believe you are being subjected to illegal discrimination or harassment you should do the following:

1. **Report the incident** as soon as possible;
2. **Create a detailed log** of your experience including dates, times, and locations;
3. **Note others who may have witnessed** what occurred or have other pertinent information; and
4. **Contact one of the Local 600 employees** listed below to discuss how they can help.

## Contacts

If you have questions or an incident to report, please contact:

<b>IATSE</b>	Safety Hotline	(844) IA-AWARE (844) 422-9273
<b>Local 600</b>	ICG Safety Hotline	(877 ICG-HOTLINE (877) 424-4685
<b>Local 600</b>	ICG Safety App	<a href="#">Download Now</a>
<b>Eastern Region</b>	Region Director	John Amman <a href="mailto:JAmman@icg600.com">JAmman@icg600.com</a>
<b>Western Region</b>	Region Director	Michaela 'Micki' Bursalyan <a href="mailto:MBursalyan@icg600.com">MBursalyan@icg600.com</a>
<b>Central Region</b>	Region Director	Theresa Khouri <a href="mailto:Tkhouri@icg600.com">Tkhouri@icg600.com</a>
<b>National</b>	National Executive Director	Alex Tonisson <a href="mailto:ATonisson@icg600.com">ATonisson@icg600.com</a>
	In House Counsel	Heather Pearson <a href="mailto:HPearson@icg600.com">HPearson@icg600.com</a>