



Requirement #5: Anti-Retaliation Protocol Checklist

It's critical that everyone on production has a safe place to report concerns about retaliation. Substantiated incidents of retaliation should result in discipline, up to and including terminating employment or a contract, or banning individual(s) from the workplace.

- Leadership at all levels held accountable to prevention and reports of retaliation.
- A statement that retaliation is against the law.
- A clearly worded definition and examples of retaliation, relevant to entertainment.
- Examples of places and times where retaliation may happen, including outside of the workplace (e.g., a threat of physical violence outside of regular working hours).
- Mechanism(s) to report retaliation, including multiple avenues for reporting outside the chain of command.
- The consequences for reporting retaliation.
- Training on what constitutes retaliation, available legal protections and how to prevent and address it.
 - What constitutes retaliation – including common but less overt behaviors like ostracizing and mocking
 - How to prevent retaliation
 - How to respond to a report of an issue without engaging (or appearing to engage) in retaliation.
 - Available legal protections
 - Practices in place to ensure respondents not presumed guilty or punished.