

SCREEN ACTORS GUILD

POLICY AGAINST UNLAWFUL DISCRIMINATION & HARASSMENT

SAG is committed to ensuring that its Members have the opportunity to work on projects and in work environments that are free of unlawful discrimination, harassment and any other form of inappropriate workplace behavior. Consistent with this commitment, and in compliance with both federal and state laws, SAG has adopted a **ZERO TOLERANCE** policy against the discrimination and harassment of its Members.

As to discrimination, SAG is committed to ensuring that its Members are not discriminated against on the basis of race, color, religion, sex, gender identity, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, or any other characteristic protected by state or federal laws.

Further, SAG is committed to ensuring its Members are not the victims of any form of unlawful harassment, including sexual harassment or harassment based on any other characteristic protected by state or federal anti-discrimination and harassment laws.

Consistent with the SAG Union Agreement, this policy applies to all producers that employ SAG Members, including their employees, agents, representatives, contractors, subcontractors and vendors. All producers are expected to comply with SAG's anti-discrimination and harassment policy and are expected to strictly enforce this policy on any project in which a SAG Member is employed and/or engaged to provide services.

If a SAG Member believes that he or she has been the victim of unlawful discrimination or harassment, he or she should immediately report the incident to SAG's Affirmative Action/Diversity Department at **1-800-724-0767**. SAG takes all incidents of harassment and discrimination seriously. Formal complaints filed with SAG shall be processed appropriately based on SAG's internal guidelines and policies.