



CREATING
SAFE
SPACES

Bullying & Harassment

An Equity Guide for Members

DON'T TOLERATE IT

DO CHALLENGE IT

DON'T DO IT

Don't tolerate it

No one should tolerate harassment or bullying behaviour while seeking work (e.g. casting sessions, interviews etc.) or when they are working.

And no one should tolerate this when you witness or hear of it happening to others.

Equity understands that it can be difficult to challenge bullying or harassing behaviour, so if anything at all makes you feel uneasy and you prefer to talk to a specialist member of staff at Equity please ring our bullying and harassment helpline:

0207 670 0268

Actions you can take:

- Safeguard yourself at all times. There will be occasions when you do not feel comfortable or able to challenge your mistreatment, or that of others.
- Contact Equity at the earliest opportunity. We treat your case confidentially, and will not take any action without your prior approval.
- You may be able to raise a workplace concern without revealing your identity. This is known as whistleblowing.
- Contact the police where your experience involves alleged criminal behaviour e.g. assault, stalking etc.
- Keep a diary of all events, people etc. linked to an allegation of bullying or harassment.
- Keep copies, or take photos of, relevant forms, images, documents etc.
- Avoid using social, or other, media to challenge alleged harassment or bullying. This can prejudice any subsequent case Equity may pursue on your behalf.



I've told people recently who aren't members, who have experienced things, to join the union because I don't think they realise what Equity can do. If it wasn't for the union I wouldn't have been able to take my employer to court. I got a lot of emotional support. Joining Equity makes you part of a strong community, and gives you access to a great support network.



HELEN VINE
ACTRESS

Further information and support

**Bullying and Harassment
Helpline 020 7670 0268**

www.equity.org.uk/bullying

Read Helen's story:
www.equity.org.uk/helenvine

ACAS guide to bullying
www.acas.org.uk/bullying

Equity's Manifesto for Casting
*[www.equity.org.uk/
castingmanifesto](http://www.equity.org.uk/castingmanifesto)*

Casting Directors' Guild
Code of Conduct
*[www.thecdg.co.uk/code-of-
conduct-2](http://www.thecdg.co.uk/code-of-conduct-2)*

Arts Minds
www.artsminds.co.uk

