



ANTI-HARASSMENT & EQUAL OPPORTUNITY POLICY

1. DOCUMENT CONTROL

Document Title: Anti-Harassment & Equal Opportunity Policy

Document ID: SF-AHEO-005

Version: 3.2

Effective Date: Period Of Contract

Production Company: HCXXX Elite Productions

Classification: Confidential / Internal Use

2. PURPOSE

The purpose of this Policy is to establish a safe, respectful, and professional working environment for all individuals involved in:

HCXXX Elite Productions

for participants engaged in:

The agreed video shoot

This Policy prohibits harassment, discrimination, and abusive conduct in any form and applies to all talent, crew, contractors, and personnel.

3. SCOPE

This Policy applies to:

- All models, performers, and talent
- Production staff and contractors
- Photographers, videographers, and crew
- Clients and third-party vendors
- Any individual present in a production environment

It applies during:

- On-set production activities
- Rehearsals and fittings
- Travel and accommodation arranged by the Company
- Digital communications related to production

4. PROHIBITED CONDUCT

The following conduct is strictly prohibited:

- Sexual harassment or unwelcome sexual advances
- Discriminatory behavior based on race, gender, age, religion, nationality, disability, or other protected characteristics
- Verbal abuse, intimidation, or threats



ANTI-HARASSMENT & EQUAL OPPORTUNITY POLICY

- Physical harassment or unwanted physical contact
- Offensive jokes, comments, or imagery
- Retaliation against individuals who report concerns
- Bullying or coercive behavior of any kind

5. EQUAL OPPORTUNITY COMMITMENT

- [PRODUCTION COMPANY NAME] is committed to providing equal opportunity in all aspects of production, including:
 - Hiring and engagement
 - On-set participation
 - Compensation and working conditions
 - Creative opportunities
 - No individual shall be disadvantaged based on protected characteristics under applicable law

6. REPORTING PROCEDURE

- Any individual who experiences or witnesses a violation of this Policy should:
- Report the incident immediately to [DESIGNATED SAFETY OFFICER / PRODUCTION MANAGER]
- Provide relevant details (time, location, individuals involved)
- Request confidentiality where appropriate
- Reports will be treated seriously and handled discreetly.

7. INVESTIGATION

- The Company will:
- Promptly review all reported incidents
- Conduct impartial investigations
- Take appropriate corrective action where necessary
- Maintain confidentiality to the extent possible

8. CONSEQUENCES OF VIOLATION

- Violations of this Policy may result in:
- Removal from production set or location
- Termination of engagement or contract
- Loss of compensation (where applicable and lawful)
- Reporting to relevant authorities if required
- Legal action in severe cases



ANTI-HARASSMENT & EQUAL OPPORTUNITY POLICY

9. NON-RETALIATION

Retaliation against any individual who reports or participates in an investigation is strictly prohibited and will result in disciplinary action.

10. HEALTHY WORKING ENVIRONMENT

- All individuals are expected to:
- Maintain professional conduct at all times
- Respect personal boundaries
- Cooperate with production staff
- Support a safe and inclusive working environment

11. CONFIDENTIALITY

All reports, investigations, and outcomes shall be treated as confidential to the extent permitted by law and handled in accordance with the NDA and company policies.

12. LIMITATION OF LIABILITY

The Company shall not be liable for actions of individuals who violate this Policy outside the scope of reasonable control, provided appropriate preventative measures were in place.

13. FORCE MAJEURE

The Company shall not be liable for failure to enforce this Policy due to circumstances beyond reasonable control, including emergencies or operational disruptions.

14. ACKNOWLEDGEMENT

All participants acknowledge that they have read, understood, and agree to comply with this Policy as a condition of participation in production activities.

By signing below, the Participant acknowledges acceptance of this Policy.

📌 PRODUCTION COMPANY REPRESENTATIVE

Name: _____

Title: _____

Signature: _____

Date: _____

📌 TALENT / PARTICIPANT

Name: _____

Signature: _____

Date: _____