

RESPECTFUL WORKPLACE POLICY

The *Independent Producers Organisation (IPO)* is committed to uphold the principles enshrined in the Constitution of South Africa, which promotes the rights of all people in South Africa and affirms the democratic values of human dignity, equality and freedom.

Membership recognizes that a healthy and productive working environment is one in which employers, employees, stakeholders and independent contractors treat each other with mutual respect, dignity and courtesy and all are able to exercise their full potential without fear of victimization, harassment or abuse.

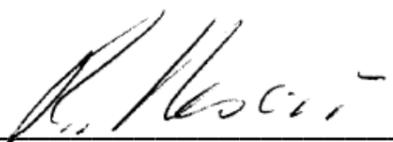
The *Organisation* believes that each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. We therefore expect members to take all reasonable steps to create awareness and maintain an environment which is free from discrimination and sexual harassment, and to ensure that all relationships among persons in the workplace, including but not limited to; auditions, pre and post production offices and on set, are business-like and free of bias, prejudice and harassment.

The *IPO* advocates that members include issues of discrimination and sexual harassment in their orientation and induction of employees and independent contractors that work for them. Members are further encouraged to nominate a *Dignity Ambassador* on each project, who will provide guidance and assistance to employees, stakeholders and independent contractors who experience discrimination, victimization or harassment.

Incidents, regardless of the offender's identity or position, should be reported promptly so that rapid and constructive action can be taken before relationships become irreparably strained. In all cases sensitivity must be shown to both the alleged perpetrator and the complainant. All rights must be respected and confidentiality adhered to. Malicious allegations will be viewed in a serious light by the *IPO* and should it be proved that an employer, employee, stakeholder or independent contractor has falsely accused someone, there will be a zero-tolerance approach. Victims under these circumstances will be encouraged to take legal action against the complainant.

For clarity, "sexual harassment" is defined as any unwanted conduct of a sexual nature, including but not limited to requests for sexual favours and other unwelcome verbal or physical conduct of a sexual nature. The unwanted nature of sexual harassment distinguishes it from behaviour that is welcome and mutually consensual. Sexual attention becomes sexual harassment if the behaviour is persisted in, (although in some cases a single incident can constitute sexual harassment,) and the recipient has made it clear that the behaviour is considered offensive or the perpetrator should have known that the behaviour is regarded as unacceptable.

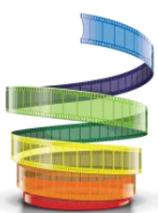
Signed on this the 7th day of December 2017.



Rehad Desai
Co- CHAIRPERSON



Lwazi Manzi
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The Independent Producers Organisation

The IPO represents, protects and promotes the interests of independent South African film, television and video producers in South Africa.
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