

If you are an individual in the SA Film Industry and feel that you need support with a sexual harassment incident, you may contact SWIFT by either SMS 43101 or email [sco@swiftsa.org.za](mailto:sco@swiftsa.org.za) . However, before doing so please try to resolve the matter with the PM, Producer or Agency connected with the relevant production.

If you are a Production House / Producer and would like to educate your crew on sexual harassment for one of your upcoming productions , why not contact SWIFT to facilitate a workshop ?



## **HANDLING SEXUAL HARASSMENT IN THE FILM AND TELEVISION INDUSTRY**

### **WHO IS SWIFT?**

Sisters Working in Film and Television (SWIFT) is a fresh and energetic non-profit organisation run by women working in the South African film and television industry, focused on the common concerns and shared experiences of women working in the sector in South Africa. SWIFT has become a hub of support, empowerment, and inspiration, by advocating for women's rights, skills development, mentorship, and the advancement of women in leading roles and key positions in the film and television landscape.

SWIFT ensures the promotion of audio-visual content that features strong woman-centred stories and narratives, achieved through its key programmes and in partnership with government, its related agencies, and any organisations and corporates that endorse the upliftment of women's rights, diversity and inclusion and overall growth and transformation of the industry.

### **THE CODE**

SWIFT has developed the Handling of Sexual Harassment in the Film and Television Industry Codes of Good Practice ("The Code"), derived from the Code of Good Practice on the Handling of Sexual Harassment Cases in the Workplace in the South African Employment Equity Act. This has come a

long way in assisting the industry in dealing with matters relating to GBV, specifically sexual harassment in the workplace. This is achieved through customised training and engagement of SWIFT's Safety Contact Officers, who are independent facilitators that unpack The Code and assist production houses, and anyone who may experience, or feel violated and require professional support and confidential intervention.

The Code explains what sexual harassment is and outlines the role and responsibility of the production company and employers in the audio-visual industry to provide a safe, respectful, and inclusive workplace, and what should happen in the event of a complaint.

The Code provides protection against sexual harassment for all workers, independent contractors, clients and service providers, suppliers and therefore covers freelancers as well as employees – if the Code is adopted and included with all contracts.

By signing the Code both the employer and everyone in the production workspace acknowledges that each understands what sexual harassment is, and what the process will be if there is a complaint. SWIFT invites all production companies and employers to formally adopt the Code and include with every contract signed.

SWIFT strongly encourages production houses, broadcasters, and every service provider company that participates in the industry to take a stand as good corporate citizens, against any form of Gender Based Violence in the workplace.

## **THE SWIFT SAFETY CONTACT OFFICER (SCO) PROGRAMME**

How Can You take the next step?

Producers: Hire a SCO for your production to help guide you through a safe working environment for all.

The SCO programme provides an impartial service to the industry and is managed by trained counselling professionals contracted by SWIFT but run independently to ensure confidentiality. SWIFT as an organisation is not directly involved in case matters and the outcomes of related cases.

Have you been sexually harassed, victimized or criticized for speaking up? Contact an SCO today to assist you in learning about your rights and what processes are available to you

## **WHAT DOES THE SCO PROGRAMME ENTAIL?**

- Custodians of information and education about sexual harassment in the industry
- Training on The Code of Good Practice and on-site production support
- Preventative risk-management focused
- Trained to deal with sexual harassment investigations
- Trained in understanding the legal framework in dealing with related cases
- Private one of one consultation with affected individuals outside of the workplace
- Confidential support structure during case management process

## **LEARN MORE ABOUT THE CODE AND BOOKING OF THE SCO TRAINING PROGRAMME**

SWIFT encourages all production companies to contract the services of the SCO to facilitate a sexual harassment workshop with the production team as part of induction prior to commencement of productions. The workshop is a 2–3-hour session with the production team (production personnel and crew). We can arrange a virtual sessions Q&A; similar sessions have been hosted for SAGA and for the Independent Producers Organisation (IPO).

For More Information: Email [admin@swiftsa.org.za](mailto:admin@swiftsa.org.za) to book a Sexual Harassment Impact Session or an on-board Safety Contact officer on your production set.