



In the interest of providing meaningful policies, reporting structures, and preventative education in the realm of Discrimination, Harassment and Sexual Assault, **The Change the Culture Committee requests the adoption of the following six measures by the IEB:**

1. That the AFM adopt a code of conduct, which must be agreed to by all members.

Similar codes of conduct are already in place not only at other entertainment industry unions, but within other trade unions as well. **With so many other organizations taking proactive measures to prevent Sexual Harassment and Sexual Assault, AFM is late to join this important conversation.**

- From **SAG-AFTRA**: *“Employers have a legal and contractual obligation to maintain a workplace free from sexual harassment. SAG-AFTRA is committed to holding employers accountable for meeting this obligation. We are prepared to work cooperatively with employers towards the achievement of this goal, but are also willing to use the union’s enforcement powers to protect our members, including directing them not to work for employers who will not keep them safe.”* [Read the full document here](#)
- From **AGMA** *“AGMA believes in a proactive approach to addressing sexual harassment in the workplace and in work- related activities. As discussed more fully below, we have been assisting our members in identifying and reporting sexual harassment and negotiating with our signatory employers to establish the tools necessary to address misconduct in the workplace. We are helping our members enforce the provisions of their collective bargaining agreements, providing access to counseling and other resources, and collaborating with our sister unions in the entertainment industry to develop “best practices” for confronting and eliminating sexual harassment in the workplace.”* [Read the full statement here](#)
- From **Actor’s Equity**: *“Actors’ Equity increased efforts to prevent harassment and bullying starting in 2016, when Equity partnered with The Actors Fund to develop a program to help Equity staff respond to members who had questions or complaints about harassment. Since then, Equity has requested that all Equity employers provide a copy of their own harassment policies to the union, as well as make those policies available to Equity members at the first rehearsal and throughout their employment under an Equity contract. Equity now has hundreds of policies on file as a resource for members, and staff are following up with employers who have not yet sent a policy. **In addition, Equity has provided additional staff training throughout the association and adopted a Code of Conduct – for elected officials and rank-and-file members – that is read aloud at activities, events and meetings.*** [Read more here](#)
- The **AFL-CIO** published a code of conduct and toolkit for addressing Sexual Harassment in the workplace in 2019. It says: *“Unacceptable behavior under the code of conduct includes such things as bullying and stalking, uninvited sexual attention or contact, physical assault (including uninvited touching or groping), and real or implied threat of physical harm.”*

The AFM needs to set out in no uncertain terms what is unacceptable behavior in the same way that virtually every other major labor union has already done.



2. Once formulated, **the AFM needs to update its website to include a Code of Conduct/Sexual Harassment policy, violation repercussions, as well as make available a reporting pathway for official complaints.**
 - A particularly good example of a reporting mechanism already in use is Chicago Federation of Musicians' [#NotMe app](#).
 - Another example is The Writers Guild of America's ["MYConnex" tool](#).
3. The AFM must form a working group, dedicated to the creation and implementation of additional policy and practices that support and protect its members in the realm of discrimination, harassment and sexual assault, *with a particular focus on our most vulnerable members, our freelance/gig musicians.*
4. In order to help musicians working in a variety of workplaces (traveling, CBA and freelance) with a variety of protections and reporting mechanisms **The Change the Culture committee recommends that Informational flow charts be constructed, illuminating the path to resolution for serious complaints for players in various types of workplaces and at any level of seniority (probationary, tenured, sub/extra).** All of this information should be provided to locals for further distribution and reference.
5. In order to better protect probationary musicians from arbitrary action, the AFM should encourage locals to bargain with employers to standardize the probationary process such that a probationary musician who has been denied tenure on the basis of improper, extra-contractual factors will have an avenue of recourse to challenge that denial. The AFM should provide locals with the tools they need to bargain such processes, including recommended best practices for probationary processes and boilerplate language that could form the basis for bargaining proposals.
 - [The Black Orchestral Network, Ten Steps Towards Equity in the Tenure Process](#) is an excellent resource in addressing this topic
6. **The AFM must ensure that all members, local leadership, players' committees and player conference delegates and leadership have access to educational materials and training that will enable them to understand:**
 - What constitutes unlawful sexual harassment and how to report it
 - What options and protections are available to members if they choose to report incidents
 - What to do if/when a report is made (for locals, players' committees and player conferences)
 - How locals can obtain legal support and assistance in navigating complaints