



Notice to California Background Actors of California's Anti-Harassment/Discrimination Protections in the Workplace

This notice supplements Central Casting's "Anti-Harassment Policy," which is provided to background actors simultaneously with this document.

California's Fair Employment and Housing Act (FEHA) provides protection from harassment and discrimination in employment because of age (40 and over), ancestry, color, religious creed (including religious dress and grooming practices), family and medical care leave status, disability (mental and physical) including HIV and AIDS, marital status, medical condition (cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), gender, gender identity, gender expression, and sexual orientation.

The FEHA prohibits co-workers and third parties, as well as supervisors and managers, with whom the employee comes into contact from engaging in conduct prohibited by the FEHA. Central Casting depends on you, the background actor, to learn about allegations of misconduct occurring at work because it does not supervise or control production sets. Consequently, you should contact Central Casting to report any allegations of misconduct. You can leave a voice message at Central Casting's confidential phone number, 818-562-2726, or send an e-mail to the confidential e-mail address, CentralCastingTalentRelations@CentralCasting.com. A Central Casting representative will return your call or e-mail. In addition to reporting the alleged misconduct to Central Casting, you are also encouraged to report misconduct to the production company's supervisor or representative on the production set.

Allegations of misconduct reported to Central Casting will be addressed in a fair, timely, and thorough investigation that reaches reasonable conclusions based on the evidence collected. Confidentiality will be kept by Central Casting to the extent possible. If at the end of the investigation, misconduct is found, Central Casting will take appropriate remedial measures, including, but not limited to, discipline up to and including termination of the Central Casting background actor(s) who engaged in misconduct. Employees shall not be exposed to retaliation as a result of lodging a complaint or participating in any workplace investigation.

Acknowledgement of receipt and compliance

Please complete by signing the bottom portion and return with your registration form.

I, _____ the parent/legal guardian of

_____ (print minor's name), hereby acknowledge the receipt of the Notice to California Background Actors of California's Anti-Harassment/Discrimination Protections in the Workplace and understand that it is my responsibility to read it in detail so that I clearly understand the material.

Parent/Legal guardian signature

Date signed

**If minor, signed by parent/legal guardian*

