

# GERMANY - RAISING AWARENESS ON SEXUAL HARASSMENT IN THE MOVIE INDUSTRY

**#MeToo** has shown that sexual harassment is widespread in the film and television sector. The General Act on Equal Treatment states that employees should have the right to lodge a complaint with the competent department in their firm, company or authority when they experience sexual harassment. However, film and TV production companies are often very small, they employ different teams for each production. Many people in the industry are self-employed, constantly seeking work and therefore being especially vulnerable to forms of sexual harassment and discrimination.

The best and most effective way to help victims of sexual harassment working for film, TV - as well as theatres - was therefore **the establishment of a central complaints and counselling mechanism** that supports complainants from the whole industry. FADA has supported associations from the industry, explaining employees' rights and helping to develop strategies to establish an independent complaints mechanism.

During the Berlinale, Germany's biggest film festival, FADA, together with associations from the film and TV industry organised a panel discussion where actors, programme managers and other representatives of the film and TV industry discussed about sexual harassment and sexual violence as well as how to prevent it and support victims. The discussion was opened by the minister for justice and attended by **300 people**. The video of the debate is available on youtube



"What to do in case of Sexual Harassment in the Workplace?"

## Impact

With financial support from the state minister for cultural and media affairs, **"Themis", an independent complaints and counselling mechanism concerning sexual harassment** for the film, TV and theater industry started working in October 2018. It is widely **seen as a pioneer and good example for other sectors**. FADA has continued to support and inform employers and employees from different sectors in building up better complaints mechanisms. Our publication against sexual harassment in the workplace remains to be in great demand. With a new study on sexual harassment being published at the end of October, FADA plans to present more effective recommendations on how to prevent and handle sexual harassment at the workplace.



Debate on Sexual Harassment during the Berlinale Festival