



InnoVision Talent Agency

Notice of CA Anti-Harassment/Discrimination Protections in the Workplace

This notice supplements InnoVision Talent Agency'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 or Contractor comes into contact from engaging in conduct prohibited by the FEHA. InnoVision Talent Agency 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 InnoVision Talent Agency to report any allegations of misconduct. You can leave a voice message at InnoVision Talent Agency's confidential phone number, 619-963-2820, or send an e-mail to the confidential e-mail address, HR@InnoVisionTalentAgency.com. A InnoVision Talent Agency representative will return your call or e-mail. In addition to reporting the alleged misconduct to InnoVision Talent Agency, you are also encouraged to report misconduct to the production company's supervisor or representative on the production set.

Allegations of misconduct reported to InnoVision Talent Agency will be addressed in a fair, timely, and thorough investigation that reaches reasonable conclusions based on the evidence collected. Confidentiality will be kept by InnoVision Talent Agency to the extent possible. If at the end of the investigation, misconduct is found, InnoVision Talent Agency will take appropriate remedial measures, including, but not limited to, discipline up to and including termination of the InnoVision Talent Agency background actor(s) who engaged in misconduct.

Employees or Contractors 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, _____, 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.

Registrant's signature _____

Date signed _____