

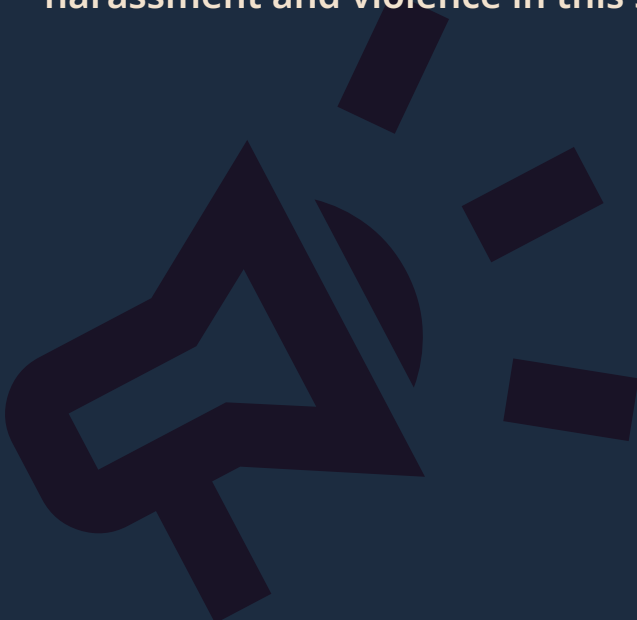
CHARTER OF COOPERATION

**FOR A SAFE WORK ENVIRONMENT IN ARTS,
AUDIOVISUAL PRODUCTION, BROADCASTING,
LIVE PERFORMANCE AND ENTERTAINMENT**

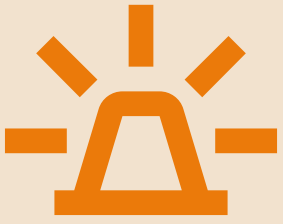
UNI AMERICAS - PANARTES AND FIA-LA

represent 27 unions and 90,000 workers in the Latin American region. This charter is addressed to our affiliates with the objective of proposing a collaboration in the prevention of violence and harassment in the world of work and training in audiovisual productions, broadcasting, live performance and entertainment in Latin America.

The purpose of this document is to provide tools for the prevention of and attention to behaviors that constitute discrimination, harassment and violence in this sector.



KEY DEFINITIONS



Violence and Harassment

A set of unacceptable behaviors and practices, or threats of such behaviors and practices, that are intended to cause or are likely to cause physical, psychological, sexual or economic harm.

Implementation

We focus our actions on preventing and addressing situations that meet this definition, creating a safe and respectful environment.

Sexual Harassment

Any unwanted behavior of a sexual nature that, when rejected, causes or threatens to cause harm in the work situation.

Implementation

We are committed to eradicating sexual harassment by ensuring an environment where everyone feels safe and respected.



Discrimination

any distinction, exclusion, restriction or exercise of violence based on any ground, which has the purpose or effect of nullifying or impairing the recognition of human rights and fundamental freedoms.

Implementation

We seek to eliminate any form of discrimination, promoting equal opportunities and rights for all.

Workplace Harassment

Psychological harassment or workplace harassment intended to cause physical, psychological or moral harm to a worker.

Implementation

We are committed to creating a healthy work environment, free from any form of harassment or bullying.



THIS CHARTER IS BASED ON FUNDAMENTAL PRINCIPLES AND GUARANTEES THAT PROVIDE A SOLID FRAMEWORK FOR ADDRESSING HARASSMENT AND VIOLENCE IN THE WORKPLACE. AS THIS IS AN INSTRUMENT DEVELOPED IN COLLABORATION WITH TRADE UNION ORGANIZATIONS THROUGHOUT LATIN AMERICA, WE SEEK TO PROMOTE POSITIVE CHANGE IN OUR SECTOR THAT REPRESENTS THE DIVERSITY AND MULTIPLE CULTURAL CONTEXTS TO WHICH WE BELONG. WE PROPOSE:

GOOD PRACTICES

PROMOTE AWARENESS AND PROVIDE TRAINING



IMPLEMENT AWARENESS AND TRAINING PROGRAMS ON WORKPLACE VIOLENCE AND HARASSMENT, TARGETING BOTH EMPLOYERS AND WORKERS, WITH THE GOAL OF CREATING SAFE AND RESPECTFUL WORK ENVIRONMENTS. DIGITAL TECHNOLOGIES CAN BE A TOOL TO STRENGTHEN AWARENESS AND SUPPORT. CREATE AN ONGOING TRAINING PROGRAM AIMED AT BOTH AFFILIATED AND NON-AFFILIATED COLLEAGUES. THE COST OF TRAINING, IN GENERAL, SHOULD BE COVERED BY THE EMPLOYER.

DEVELOP INTERNAL POLICIES

FORMULATE AND IMPLEMENT INTERNAL POLICIES THAT PROHIBIT VIOLENCE AND HARASSMENT IN ALL ITS FORMS, ESTABLISHING CLEAR PROCEDURES FOR REPORTING AND CONFLICT RESOLUTION.

PROVIDE RESOURCES AND SUPPORT

PROVIDE RESOURCES AND SUPPORT TO THOSE WHO HAVE BEEN VICTIMS OF VIOLENCE OR HARASSMENT, GUARANTEEING THEIR CONFIDENTIALITY AND PROVIDING THEM WITH THE NECESSARY SUPPORT TO OVERCOME THESE EXPERIENCES. ENCOURAGE THE CREATION OF PROTOCOLS AND INFORMATION MATERIALS.

COLLABORATE ON RESEARCH AND DATA

COLLABORATE ON RESEARCH AND DATA COLLECTION RELATED TO WORKPLACE VIOLENCE AND HARASSMENT TO BETTER UNDERSTAND THE SCOPE OF THE PROBLEM AND DEVELOP MORE EFFECTIVE STRATEGIES.

PROMOTE GENDER EQUALITY

ACTIVELY WORK TO ELIMINATE GENDER DISCRIMINATION IN THE WORKPLACE, PROMOTING EQUAL OPPORTUNITY AND PAY EQUITY.

PARTICIPATE IN GLOBAL INITIATIVES

CONTRIBUTE TO AND PARTICIPATE IN GLOBAL AND REGIONAL INITIATIVES THAT SEEK TO ADDRESS VIOLENCE AND HARASSMENT IN THE WORLD OF WORK.

WE ARE CONVINCED THAT, BY WORKING CLOSELY TOGETHER, WE CAN CREATE A SIGNIFICANT IMPACT IN PROMOTING SAFE, INCLUSIVE AND RESPECTFUL WORK ENVIRONMENTS. WE STRONGLY URGE YOU TO ACTIVELY PARTICIPATE IN THIS INITIATIVE, AND WE STRESS THE IMPORTANCE OF SHARING BEST PRACTICES AMONG UNIONS.

FIA-LA AND PANARTES WORKSHOP

BOGOTÁ, DECEMBER 1-2, 2023