

# **#we\_do!**

## **Contact & Counseling center for film and television professionals in Austria**

We advise and support in cases of

ABUSE OF POWER  
EXPLOITATION  
HARASSMENT  
DISCRIMINATION

confidentially | anonymously | flexible | needs-oriented

We support production companies with preventative measures and conflict moderation.

We advise affected persons, observers and witnesses in the event of an incident and support them in the next steps. We are also available if there are doubts or just a suspicion.

We take into account the different positions of power and hierarchies that influence the scope for action.

### **Free services for affected persons, observers and witnesses**

- Openness to all topics that bring them to us
- Documentation of incidents (for the statistics, so that it is noted)
- Support in categorizing what has happened (no matter how long ago)
- Development of concrete solutions or next steps
- Crisis intervention
- Moderation in conflicts
- Writing to a production company about reported grievances without naming the reporting person (only in close consultation to ensure anonymity)
- Information about other advice centers and responsibilities

Sometimes it's good to just talk about it.

### **Free services for production companies**

- Information and advice on general and specific questions
- Development of prevention tools and risk assessments
- Moderation in the event of conflicts

Please note: Harassment or discrimination are not conflicts and must be stopped first and foremost - supervisors are obliged to do so. For those affected, conflict moderation is usually not a good option. We work with them to develop possible options that suit them.

- Development of possible courses of action for production companies in the event of (suspected) conflicts, harassment or discrimination
- One training session per production for the heads of department on their duty of care (workshop lasting 2-4 hours)
- Brief input for the entire production team (e.g. during warm-up, loading day...)
- Feedback on prevention documents (e.g. Code of Conduct, Dispo supplements...)
- Training and support for persons of trust/ombudspersons

Additional services must be financed by the production companies themselves.

### **What we do not do**

- We do not provide information about cases or names that have been reported to us. Not to anyone.
- We do not check employment contracts (but AK and younion do, younion also for one-person companies)
- We do not monitor, we do not investigate, we do not prosecute and we do not convict. There are authorities for that.
- We do not ask the persons concerned to talk to them at their request. (But those affected may wish us to accompany a conversation with those from whom they have experienced an assault or similar).
- We do not assume that people are exclusively victims or perpetrators in the course of their lives. Depending on the situation, they may experience something horrific at one time and be responsible for it themselves at another. Both must be taken seriously.

### **Contact**

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##### **Meike Lauggas**

is a trained coach and organizational consultant. She is familiar with labor law, discrimination and the ambivalence of addressing unpleasant experiences at all. She studied history and counseling sciences. Meike Lauggas teaches at universities and works as a trainer.

More about her:

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##### **Daniel Sanin**

is a clinical and health psychologist and has been working on issues relating to gender relations since his studies. He has extensive experience in training adults and young people in the areas of sexuality, violence and addiction prevention and in psychological counseling for men. He is the father of two sons.

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