

ARE YOU WORKING IN THE ENTERTAINMENT INDUSTRY?

If you work in the entertainment industry, whether dancing, modeling, or adult entertainment, the following information can help you to recognize if someone might be trying to exploit you.

HERE ARE SOME COMMON SITUATIONS THAT COULD LEAD TO UNSAFE, EXPLOITATIVE, OR TRAFFICKING SITUATIONS:

- ▶ The club manager doesn't tell you what your "house fee" covers.

Note: A "house fee" is an amount each dancer pays to work at the club that night.

EXAMPLE The club manager tells you the house fee goes to "general costs," but when you ask for more details, he doesn't give them to you.

WHAT CAN HAPPEN You are at risk of paying fees you do not owe if you do not know what/who your fees are going toward.

- ▶ The interviewer requests that you interview outside of a professional or public environment.

EXAMPLE A director asks you to do an audition in their home.

WHAT CAN HAPPEN Meeting in a non-public or non-professional environment may increase your vulnerability to assault or manipulation.

- ▶ You are told it is normal and expected to have sexual contact with customers.

EXAMPLE The staff member who joined the club before you tells you that everyone has some level of physical and sexual contact with customers.

WHAT CAN HAPPEN You are forced to commit acts that you are uncomfortable with. This should never happen. You always have the right to refuse physical or sexual contact from someone.

- ▶ The manager or agency says they can't provide you with a legitimate contract and/or tax form.

EXAMPLE The club, modeling agency, or other entertainment agency says they don't have paperwork/a contract for you to sign because it's a cash-heavy business.

WHAT CAN HAPPEN If you do not have a contract or tax form, the chances of you being exploited could increase as there is no clear proof of the terms of your agreement.

- ▶ Someone recruits you to work at a particular club or location.

EXAMPLE A club promoter comes to where you work and asks you to work at a particular club and hands you a business card. He's trying to get more girls like you to work there; you "fit the vibe" of the club.

WHAT CAN HAPPEN Clubs and/or managers rarely recruit dancers or employees. If you are being actively recruited, they may be recruiting you for that club to force you to do things other than club entertainment.

- ▶ The management encourages substance use as part of the job.

EXAMPLE Your manager consistently offers you pills and/or alcohol to calm your nerves before a performance.

WHAT CAN HAPPEN You could develop a dependency on these substances, and this could be used as a way for someone to control you.

- ▶ An employer or talent manager offers you lodging, meals, a “glam squad,” etc., but says you have to pay for these yourself.

EXAMPLE You receive a modeling job, and the agent tells you they have a house where all of the models in their agency stay. They say they will take the cost of rent and food from your paycheck.

WHAT CAN HAPPEN If a lot of your pay is going to expenses for the job, your employer/manager might keep increasing the different fees/charges until you have almost no money left.

- ▶ The manager or other staff members display a high level of professionalism, but sometimes “turn a blind eye” to certain conduct.

EXAMPLE Rules are followed in the main club, but managers make exceptions in the “back room.”

WHAT CAN HAPPEN You are encouraged or told to go to the “backroom” and provide sex acts for a customer.

- ▶ You are asked to leave a club, video shoot, etc. with customers.

EXAMPLE A customer invites you to go outside for a drink, requiring you to leave the security of your work environment.

WHAT CAN HAPPEN When you leave the location where you are working, you are more likely to be recruited into things that do not align with your job.

- ▶ The employer or talent manager consistently offers you opportunities outside of your contract or your area of comfort to make more money.

EXAMPLE You stated that you only want to work at certain times and with certain talent, but your manager keeps telling you that if you work certain jobs that fall outside of your area of comfort, you can make much more money.

WHAT CAN HAPPEN You could feel pressured to do things that are exploitive to make more money.

- ▶ An employer offers you a job that seems “too good to be true.”

EXAMPLE A talent manager tells you about a music video gig where your travel will be paid for, you will have free room and board, and you will be able to meet the music artist who is interested in signing new people.

WHAT CAN HAPPEN You’re asked to have sex with the photographer to “book more jobs.”

IF YOU SUSPECT EXPLOITATION

- For **emergency services**:
911
- To report workers’ rights violations:
U.S. Department of Labor 1 (866) 487-2365
- If you experience or witness forced labor or sexual exploitation:
National Human Trafficking Hotline 1 (888) 373-7888 Text 233733
- If you suspect or witness forced labor or sexual exploitation:
U.S. Department of Homeland Security tip line 1 (866) 347-2423
- To file a health or safety complaint:
Occupational Safety and Health Administration office 1 (800) 321-6742