

CODE OF CONDUCT

*of the Casting Directors of the Bundesverband Casting e.V. and the
Casting Section of the German Film Academy e.V.*

The casting process is a central component of film and television production, requiring creativity, collaboration, and mutual respect. We, the casting directors of the Bundesverband Casting e.V. and the Casting Section of the German Film Academy e.V., are committed to creating a safe and respectful space for all participants. This Code of Conduct serves as a guide for ethical behavior and promotes a culture of trust, appreciation, and equality. We advocate for ensuring all voices are heard and for strengthening diversity and inclusion in the industry.

1. Live and E-Casting

The casting process must be a **protected space** for all participants, where respect and trust prevail. This means for us:

- Live castings take place exclusively in **professional spaces**.
- **Presence of professionals**: In addition to the director and actors, at least one other production-related person is always present. At the same time, we ensure that the number of people present is kept to the necessary minimum to maintain a focused and respectful work environment.
- **Intimate and violent scenes** are **never** cast as part of the casting process. If such scenes must be included under exceptional circumstances, this should only happen after thorough consultation and, if possible, with the support of an **Intimacy Coordinator** or **Stunt Coordinator**. Actors always have the right to refuse such scenes **without facing any disadvantages** and may also be accompanied by a trusted person. (See the document „Recommendations for dealing with intimacy in front of the camera“ at www.castingverband.de under the "Recourses" tab.)
- **E-castings** must not create excessive difficulties or financial burdens for actors.

Reporting Boundary Violations

- We are committed to fostering a respectful and responsible working environment and ensuring that all forms of abuse of power, discrimination, or boundary violations are not tolerated.
- If an uncomfortable or inappropriate situation arises during a live casting, we encourage those affected to confidentially approach the responsible casting director at any time.
- Feedback is welcome and should be seen as an opportunity for improvement. Reporting concerns will not have negative consequences for collaboration or future casting decisions.
- Support services are available for affected individuals. (See the document "Anlaufstellen bei Grenzüberschreitungen" at www.castingverband.de under the "Recources" tab.)

2. Training and Awareness

To promote **diversity and inclusion** in the casting process, we commit to ongoing training, including:

- Participation in **workshops and training** on topics such as diversity, inclusion, and sensitivity awareness.
- **Recommending sensitivity readings** for productions to identify and avoid stereotypes or discriminatory content at an early stage.

3. Handling of Information

We handle confidential information, trade secrets, and personal data with the utmost care and use them only in compliance with the General Data Protection Regulation (GDPR).

4. Compensation

We advocate for **equitable remuneration**, including:

- **Appropriate compensation** for all participants, including casting directors.
- **Negotiations conducted in accordance with industry standards.**

- **Compensation for scene partners:** Actors who are engaged as scene partners for a live casting are always compensated, including for low-budget productions.

5. Feedback and Communication

An open communication culture is essential to us. This means:

Commitment to responses:

- All submitted e-castings and live castings will receive feedback as soon as possible (e.g., recall invitation, acceptance, or rejection).
- Availability requests are non-binding and do not require a cancellation response.

6. Sustainability

We are committed to sustainable practices in film production and support **"Green Shooting"**.

7. Paid Workshops

Casting directors occasionally offer or are engaged for **paid workshops** to share knowledge or support emerging talent. To avoid conflicts of interest, we commit to the following principles:

- **Transparency:** At the beginning of each workshop, participants are clearly informed in writing that participation does not guarantee future casting opportunities.
- **Workshop Purpose:** The workshop is solely for training purposes and will not be used to directly cast actors for current projects. This will be explicitly stated in announcements.
- **Workshop Format:** Workshops are conducted in direct, personal exchange (live, in-person, or digital). Pre-recorded content must not be reused or resold as independent workshops. This ensures individual feedback, authentic dialogue, and up-to-date content.

By maintaining this clear separation, we ensure **equity** and professionalism,

without giving preferential treatment to paying participants.

8. Technology Awareness

Additionally, the Bundesverband Casting e.V. has developed a Code of Technology Awareness, addressing the use of databases and artificial intelligence (AI) in the casting process. The code ensures the ethical use of technological tools, promoting transparency and preventing discrimination. Technology must be used **responsibly** and should help avoid discrimination rather than reinforce it. This code reflects our artistic responsibility and commitment to transparency toward actors regarding the selection and use of digital tools.

9. Collegiality and Support

We support colleagues in the industry and promote respectful and collaborative interactions. Collegial exchange and solidarity are encouraged to learn from each other and achieve creative success together.

Final Statement

This Code of Conduct is a dynamic document. We are committed to regularly reviewing and updating it to align with industry developments and current requirements.

(Stand: 04.12.2025)