

MINORS PERFORMING PHYSICAL ACTIVITIES GUIDELINES

This document addresses special protocols for minors performing physical activities in television production. Paramount Global is committed to making safety of minors in the workplace a priority.

What is a minor?

Under California law, a minor is an individual who is under eighteen (18) years of age who is required to attend school under the applicable provisions of the California Education Code (Cal. Fam. Code §6500).

Even if emancipated either by court order or receiving a GED, High School Diploma, or completing a state proficiency exam, a person under 18 should **still** be treated as a minor with respect to physical activities.

What is a physical activity?

For minors, obvious physical activities are those which require specialized training, skills and/or experience, such as rigging or suspending the minor so that the minor's feet don't touch the ground. In general, any performance that would ordinarily be characterized as a "stunt" if an adult was performing the activity should be considered a physical activity.

But also, for minors, ordinary activities such as riding a bike or a skateboard, climbing a tree or a fence, and even walking along a high wall, could be a "physical activity." Further, passive activities such as riding in a car with a stunt driver can be physical activity. And non-strenuous activities may also present a potential danger.

The California Labor Code states it is a crime, and punishable by a fine of up to \$10,000 and possible imprisonment for six months, for the employer or "anyone who has control over the minor" to encourage a minor to:

1. do anything that would be injurious to the health or dangerous to the life and limb of the minor,
2. participate in anything obscene, indecent or with an immoral purpose (i.e. providing a minor pornography or other indecent pictures etc.)

Similar to California, nearly every state has child labor laws that make it a crime to put a minor in a situation that would be injurious to the health and safety of the minor.

Further, Employers are only allowed to employ minors in the entertainment industry in work which is not hazardous or detrimental to the health, safety, morals or education of the minors. Some specifically defined hazardous activities include, but are not limited to:

- All occupations where children come in close proximity to moving machinery [8 CCR 11701]

- All building or construction work of any kind [8 CCR 11701]
- Working in close proximity to explosives or functioning parts of unguarded and dangerous moving equipment, aircraft or vessels, or of functioning blades or propellers [8 CCR 11707]

Other states, such as Pennsylvania and many others, add in prohibited activities for minors including:

- boxing, sparring, wrestling (except in a bona-fide school related athletic event),
- activities with a high level of danger, including activities involving speed, height, a high level of physical exertion and highly specialized gear or spectacular stunts
- use and exposure to dangerous weapons and pyrotechnical devices.
- a hazardous performance, act or exhibition as defined by the Department of Labor and Industry of the Commonwealth of Pennsylvania.

Overall Guidelines

- Without special precautions, key production personnel should not consider lifting the minor more than six (6) feet off the ground.
- Minors must not be permitted to handle firearms, pyro, or fire effects.
- Just because a minor wants to do a physical activity doesn't mean that it is right or safe to have the minor do it. It is always Paramount's preference to have a stunt professional perform the activity.
- The minor's parent/legal guardian must give consent to the physical activity and must be present during the performance of the physical activity.

Protocol

- 1) Prior to rehearsal or filming, the production company should perform an initial assessment of the physical activity, including but not limited to:
 - a) Clearance from your Production Risk Team representative that the activity will not violate any child labor laws in the state where you are filming the minor.
 - b) the age, height, weight and maturity of the minor,
 - c) the physical fitness, coordination, expertise required to complete the planned activity safely, and film experience of the minor,
 - d) the amount of additional information and movement the minor will be asked to consider (e.g., camera positions, acting, looking over shoulder, waving arms, etc.),
 - e) how wardrobe or props may affect the actions and/or vision of the minor,
 - f) the amount of rehearsal and preparation time which has been provided to the minor,
 - g) the appropriate amount and type of protective gear or equipment necessary to safely perform the activity,
 - h) the area around the minor during the activity, and
 - i) any other factors potentially affecting the minor.
- 2) Prior to rehearsal or filming the physical activity, a Paramount Safety executive must be given the creative, any renderings or drawings of rigging for the physical activity, the information listed under Item #1) above, and any other available information

regarding the physical activity. The Paramount Safety executive must respond that they have read the creative and (a) are comfortable with the safety precautions being taken or (b) provide safety notes for the physical activity. The safety consultant should determine, in their sole discretion whether they need to be on set for rehearsals and filming of the physical activity.

- 3) Prior to rehearsal or filming the physical activity, key production personnel, such as the Director, First Assistant Director, Stunt Coordinator must confer with the minor, minor's parent/legal guardian and Studio Teacher to review and discuss the activity. The safety consultant may also want to talk to the minor and should be given access if necessary.
 - a) The conversation should include not only what the activity is, but also what NOT to do while engaged in the activity (e.g., do not do summersaults in the air while in the harness).
 - b) The minor should be told the minor can stop the activity at any time, for any reason.
 - c) The parent/legal guardian should be told that it is their primary and most important responsibility to speak up if they do not feel comfortable with their minor performing the activity.
 - d) The minor should be asked if he/she/they have any concern about the activity and any/all concerns should be addressed. If the minor is still not comfortable with the activity, then the minor should not be pressured to perform the activity.
 - e) After this discussion, the minor should have adequate time alone with his/her/their parent/legal guardian and Studio Teacher to express any concern about doing the physical activity.
- 4) Rehearsals and filming of the physical activity should take place with the UPM, Assistant Director, Stunt Coordinator, Studio Teacher, parent/legal guardian, and EMT present or on the lot (and the VP of Production Safety if they deem their presence is necessary). Extended filming without breaks or excessive retakes should be avoided.
- 5) If any aspect of the activity changes, #2 - #4 should be repeated.
- 6) The production shall consider any reasonable request for additional safety equipment from the minor, parent/legal guardian, or Studio Teacher.
- 7) If a consensus regarding the physical activity is not established, the minor, the minor's parent/legal guardian, the Studio Teacher, the Stunt Coordinator, the First Assistant Director, or the Paramount Safety executive may request a re-evaluation of the activity in its entirety. If there is still no consensus on the physical activity, the physical activity should be cancelled. If, after the Studio Teacher, parent, Stunt Coordinator, First Assistant Director and/or the Paramount Safety executive agree on the planned activity, the minor expresses apprehension about performing the planned activity, he/she/they may decline to perform that physical activity.

- 8) The Paramount Safety executive as listed in the Injury & Illness Prevention Program (IIPP) should be contacted if anyone on the staff or crew has concerns about the physical activity.
- 9) On the Paramount Lot only - the Studio Safety Hotline (323-956-8955) is available to all persons to anonymously report any concerns they have regarding the activity.