

## **GOLDEN GLOBE® INTERNATIONAL VOTER**

### **CODE OF PROFESSIONAL AND ETHICAL CONDUCT**

This Code of Professional and Ethical Conduct (the “Code”) sets forth the values, expectations, and standards of voters for the Golden Globe® Awards (the “voters”) that are essential to achieving our shared mission and goals. Voters must accept and adhere to this Code. Furthermore, voters must maintain and promote professional and ethical conduct. The Hollywood Foreign Press Association (“HFPA”), therefore, will strictly enforce this Code.

#### **The HFPA’s Mission**

The HFPA recognizes outstanding achievement in the arts by conferring annual Awards of Merit, the Golden Globes. The HFPA has invited the voters to participate in selecting nominees and winners of the Golden Globe Awards.

#### **Our Commitment to Diversity and Inclusion**

The HFPA is committed to diversity, equity, and inclusion, and this Code of Conduct serves to reinforce, expand, and renew that commitment. HFPA members and the voters must be leaders within the entertainment community to encourage and celebrate the authentic, varied voices, experiences, and viewpoints of those behind and in front of the camera. We will establish and maintain an environment that reflects our global community, empowers members, voters and artists that are underrepresented in the entertainment industry, and fosters a culture that respects and values individuals of all genders, ages, races, ethnicities, religions, identities, and experiences.

#### **Our Commitment to Accountability and Transparency**

We are committed to promoting a culture of Accountability and Transparency.

Accountability: We hold ourselves to the highest standards of professional conduct, including through enforcement of this Code of Conduct. Our actions will send a clear message to the entertainment industry and the general public that we will not tolerate unprofessional or unethical conduct.

Transparency: We will build a transparent process for the Golden Globe Awards, including by publishing this Code of Conduct, our awards rules and other application rules and facilitating the confidential reporting of any violations of these documents.

## **Our Commitment to Professionalism**

We seek to uphold the highest standards of professionalism in our conduct with each other and with outside constituencies.

Welcoming Culture: We are committed to creating a welcoming culture, including by acting respectfully and professionally at all Golden Globe and other industry events.

Mutual Respect: We are committed to fostering an environment of mutual respect among HFPA members and fellow voters, where we respect each other's diverse opinions and experiences. Uncivil conduct will not be tolerated.

Commitment to the Golden Globes: We are committed to act in the best interests of the Golden Globes.

Ethical Relationships with Third Parties: We are committed to conducting the Golden Globe Awards ethically and in compliance with all legal requirements. As such, all voters must avoid conflicts of interest and adhere to our Conflicts of Interest Policy, including through disclosure of all affiliations with outside organizations.

Principled Golden Globes Voting: We are committed to selecting all Golden Globe nominees and winners based on a process that is beyond reproach. Voters must, therefore, avoid any actions that could lead to their impartiality being reasonably questioned. Voters are prohibited from corruptly accepting, agreeing to accept, demanding, or soliciting anything of value in exchange for an action taken in his or her capacity as a voter.

Professional Communication: We are committed to professional communication among voters, with HFPA members and with the public. We expect all communications to be honest, made in good faith, and consistent with our commitment to create an environment free from discrimination or harassment.

## **Examples of Covered Conduct**

In addition to the specific prohibitions outlined elsewhere in this Code of Conduct and related policies, violations of this Code include, but are not limited to, the following:

- Threatening, harassing or abusing others, either verbally, physically, or in writing.
- Engaging in conduct that is unruly, disruptive, illegal, or endangers the safety of others.
- Failing to follow the rules of any organization or venue hosting, sponsoring, or managing any event that a voter attends in that capacity.

- Expressing views on behalf of the Golden Globe Awards without express authorization from the HFPA Board of Directors (the “Board”).
- Using or attempting to use their role as a Golden Globe voter for personal profit, including by selling tickets or anything of value received because of a voter’s affiliation with the Golden Globe Awards or using the Golden Globe name or logo in personal business activities without authorization.
- Publicly disclosing any Golden Globe matter that is confidential.

Voters are, at all times, responsible for compliance with the Code, and the Code shall govern their behavior at all times. Voters are responsible for their conduct, as well as the conduct of their guests, agents, and representatives.

### **Anti-Harassment and Non-Discrimination**

The Golden Globe Awards prohibits any form of harassment or discrimination based on an individual’s race, ethnicity, sex, sexual orientation, gender identity or expression, religion, age, creed, color, marital status, national origin, ancestry, pregnancy or pregnancy-related condition, medical condition, physical or mental disability, military and veteran status, citizenship status, or any other legally protected characteristic. The Golden Globe Awards further prohibits and does not tolerate harassment or discrimination against individuals who are perceived to have any of these characteristics or who associate with a person who has, or is perceived to have, any of these characteristics. Because harassment and discrimination undermine the integrity of our Awards and our work and destroy the morale of other voters, our external stakeholders, and our community partners, the Golden Globes prohibits such conduct even if the conduct is not severe or pervasive and even if such conduct does not constitute unlawful harassment or discrimination.

Such conduct can include harassment and discrimination that is:

- Verbal (for example, epithets, slurs or negative stereotyping; derogatory statements, comments or jokes; threatening, intimidating, or hostile language);
- Physical (for example, assault or inappropriate or unwelcome physical contact);
- Visual (for example, derogatory posters, cartoons, drawings, or gestures); or
- Retaliatory (for example, threatening retaliation or taking retaliatory action).

This list is illustrative and not exhaustive. We will promptly investigate all allegations of harassment and discrimination, and, if warranted, we will take immediate corrective and disciplinary action, up to and including termination of a voter’s role with the Golden Globe Awards. We will take disciplinary action

against a voter who engages in conduct that violates this policy even if the voter's conduct occurred at a non-Golden Globe event.

## **Sexual Harassment**

Sexual harassment has no place within or outside of the Golden Globe Awards. We are committed to providing a safe environment for our voters, the external stakeholders with whom we work, and the public.

Sexual harassment means any harassment based on someone's sex, sexual orientation, or gender identity or expression. Sexual harassment may involve individuals of the same or different genders. It includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex or gender), as well as any unwelcome sexual advances or requests for sexual favors. Examples of sexual harassment may include but are not limited to:

- Physical assault of a sexual nature or unwelcome intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, or brushing against an individual's body in a sexual nature.
- Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, jokes, or comments about an individual's gender, sexuality, or sexual experience.
- Conditioning any professional benefit on an individual's submission to sexual requests or demands.
- Taking or failing to take action as a reprisal against any individual for rejecting sexual advances.

This list is illustrative and not exhaustive. We will promptly investigate all allegations of sexual harassment, and, if warranted, we will take immediate corrective and disciplinary action, up to and including termination of voting rights. We will take disciplinary action against a voter who engages in conduct that violates this policy even if the voter's conduct occurred at a non-Golden Globe event.

## **Confidential Reporting and Non-Retaliation**

We encourage anyone who is aware of a potential violation by voters of this Code of Conduct to speak up and report any concerns to one or more of the following officers:

Helen Hoehne, President of the HFPA: [hhoehne@goldenglobes.org](mailto:hhoehne@goldenglobes.org)

Greg Goeckner, COO and General Counsel of the HFPA: [ggoeckner@hfpa.org](mailto:ggoeckner@hfpa.org)

Neil Phillips, Chief Diversity Officer of the HFPA: [nphillips@hfpa.org](mailto:nphillips@hfpa.org)

Furthermore, we encourage anyone who is aware of any HFPA Member violating their Code of Conduct or any other HFPA policy to speak up and report any concerns to our hotline. The contact information and full details are at:

[HFPAListens.com](https://www.hfpalistens.com)

(800) 461-9330

The HFPA strictly prohibits and does not tolerate any form of discipline, reprisal, intimidation or retaliation against anyone, including Golden Globe voters, who in good faith provides information, participates in an investigation, reports suspected illegal or unethical activities, or raises concerns regarding conduct by the HFPA, its members, voters, staff, or agents that the reporting party reasonably believes constituted a legal violation or violation of the HFPA's policies.

We encourage the immediate reporting of any form of retaliation through one of the reporting mechanisms described above. Any voter found to have engaged in retaliation will be subject to immediate disciplinary action, up to and including termination of their voting rights.

### **Amendment**

The Board of the HFPA may amend, supplement, or supersede this Code of Conduct. Following any such amendment, the Board will provide all voters with the revised Code of Conduct.

### **Compliance with Other Policies and Mandatory Trainings**

All voters must adhere to this Code of Conduct, as well as all other Golden Globe Award policies and procedures.

**GOLDEN GLOBE® INTERNATIONAL VOTER  
CODE OF CONDUCT CERTIFICATION**

This is to acknowledge that I have received, read and fully understood the Golden Globe Awards' Code of Conduct. I agree to comply with all the rules contained therein. I understand that failure to comply with the Code of Conduct and any other applicable policies may result in disciplinary sanctions, which may lead to suspension or termination of my role as a voter. The Code of Conduct does not create any contractual obligations between me and the Golden Globe Awards or HFPA.

Signature: \_\_\_\_\_

Name (print): \_\_\_\_\_

Date: \_\_\_\_\_