

ABBEY LYNN MODELS

Anti-Harassment, Discrimination & Workplace-Safety Policy

Effective Date: updated September 22, 2025

Abbey Models LLC d/b/a **Abbey Lynn Models** (“Agency”) is committed to a professional environment that is free from harassment, discrimination, retaliation, and unsafe working conditions. Portions of this policy are included to comply with the New York Fashion Workers Act. The policy applies to all models, employees, contractors, clients, casting directors, photographers, stylists, vendors, and any third party who interacts with Agency talent.

1. Prohibited Conduct

Harassment or discrimination based on any protected characteristic under federal, state, or local law is strictly prohibited.

Protected characteristics include but are not limited to: race, color, creed, sex, gender identity or expression, sexual orientation, national origin, age, disability, pregnancy, marital or partnership status, citizenship, military or veteran status, domestic-violence victim status, and any other status protected by law.

Prohibited conduct includes:

- Unwelcome sexual advances or propositions.
- Offensive or derogatory comments, slurs, or jokes.
- Display or circulation of offensive materials or images.
- Physical conduct of a sexual nature.
- Any conduct that creates an intimidating, hostile, or offensive work environment.

2. Special Protections for Models

Under the New York Fashion Workers Act:

- No one may require nudity or sexually explicit conduct unless it is specifically agreed in writing by the model and set forth in the booking details.
- Adequate privacy and changing facilities must be provided.
- Models have the right to be accompanied by a representative or chaperone of their choice at any engagement.
- Clients and venues must maintain reasonable health and safety conditions, including compliance with all applicable building, fire, and workplace-safety laws.

3. Reporting a Complaint

Models and all covered individuals are encouraged to report any violation immediately, whether they are the target or a witness.

Reporting Channels (choose any):

- **Email:** abbey@abbeylynnmodels.com
- **Phone/Voice Mail:** 212-792-2977
- **Written Notice:** 55 Washington Street, Suite 730, Brooklyn, NY 11201.

Reports may be made to any manager or designated representative. You may bypass any person you believe is involved in the misconduct.

4. Investigation Process

- The Agency will promptly and impartially investigate every report.
- Investigations will be conducted by management or a qualified outside investigator.
- Confidentiality will be maintained to the extent practicable.
- All parties will have an opportunity to present relevant information.

5. Retaliation Prohibited

Retaliation against anyone who in good faith reports misconduct or participates in an investigation is strictly forbidden and will result in disciplinary action.

6. Corrective Action

If a violation is found, the Agency will take immediate and appropriate corrective action, which may include:

- Termination of bookings or contracts.
- Removal from Agency roster.
- Referral to law-enforcement or regulatory authorities.

7. Education & Training

The Agency will provide annual sexual-harassment prevention training to employees and managers and will distribute this policy to all models and staff at the time of onboarding and annually thereafter, as required by New York law.

8. Acknowledgment

All models, employees, and covered individuals will be asked to sign an acknowledgment confirming receipt and understanding of this policy.

Contact for Questions or Reports:

Abbey Lynn Models
55 Washington Street, Suite 730
Brooklyn, NY 11201
Email: abbey@abbeylynnmodels.com
Phone: 212-792-2977