

Working with Minors

In most instances “minors” refers to those under the age of 18. When employing a minor as a primary or background actor, the following steps should be taken when planning their work activities and environment:

- Production Safety should be notified in advance of any hazardous work involving a minor regardless of the activity.
- Minors may not perform stunts or be involved in stunt sequences where they could potentially be in harm's way.
- An approved fall protection plan may be required for minors working at heights greater 30” and should be discussed with your Production Safety Representative as soon as production is aware of the planned activity.
- Minors must wear helmets for any activity involving motorized and unmotorized vehicles (e.g., bicycles, scooters, and skateboards.)
- Seatbelts must be worn in a moving vehicle.
- During drone operations, the minimum safe distance from a drone increases to 15 feet if the person is a minor.
- When using atmospheric fog effects around minors, productions should use a particulate monitor to ensure fog/haze remains within permissible exposure limits. Depending on local regulations, productions may be subject to time limits in which minors can be exposed to fog/haze effects (e.g., Georgia Department of Labor.)
- Risk Management and Standards and Practices should be consulted in advance of working with minors. There may be additional policies for activities such as horseback riding, riding in vehicles, wearing helmets, and portrayal of certain acts on screen (e.g., smoking, drug use, and sexually explicit acts.)

At no time will the minor be asked to perform any activity without the knowledge and consent of their parent or guardian, and when applicable, the Studio Teacher and/or Child Labor Coordinator (CLC). Workers have the right to refuse unsafe work.

Hazards & Activities

Below is a non-exhaustive list of minor-related scenarios that require discussion with your Production Safety Representative:

- Working at heights
- Working in or around water
- Working in or around an active roadway
- Working around open flame
- Working with animals
- Fighting/martial arts or acrobatic activities
- Any activity involving motorized and unmotorized vehicles (e.g., bicycles, scooters, and skateboards)
- Working around firearms (real, non-gun, airsoft, or rubber) in any capacity
- Harness or wire work
- Work in fog effects and/or practical special effects

Resources

Federal and Local Labor Laws and industry best practices must be followed when employing minors. Some resources include, but are not limited to, the following:

- Industry Wide Labor-Management Committee [Procedural Guidelines #1: Special Procedures for Minors Performing Physical Activities](#)
- Industry Wide Labor-Management Committee [Safety Bulletin #33: Special Safety Considerations When Employing Infant Actors \(15 days to 6 months old\)](#)
- Industry Wide Labor-Management Committee [Safety Bulletin #10: Guidelines Regarding the Use of Artificially Created Atmospheric Fog & Haze](#), as well as [Addendum A: Atmospheric Fog & Haze – Technical Awareness Sheet](#)
- The "Blue Book," entitled [The Employment of Minors in the Entertainment Industry](#), published by the Studio Teachers, Local 884, IATSE
- [Actsafe Safety Bulletin #33: Special considerations when employing Infant Actors](#)
- [Actsafe Safety Bulletin #33A: Employing Child Actors](#)
- [UK HSE Guidance for Employers of Young Workers](#)

Rev #0	PS_GUID_EXT WORKING WITH MINORS v0	Page 1 of 1
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