



FIRST 影展《道德准则与反歧视政策》

FIRST International Film Festival

Code of Ethics and Anti-Discrimination Policy



I. 前言 Foreword

FIRST 影展致力于打造一个**公平、安全、包容、尊重**的公共平台，鼓励多元声音、推动艺术自由，同时坚决抵制任何形式的歧视、骚扰、暴力及权力滥用行为。

影展组委会相信，艺术应植根于对他人的尊重与责任。为此，组委会制定本《道德准则与反歧视政策》（以下简称“本准则”），本准则适用于影展期间所有官方活动、工作场所及相关社交场合，覆盖人群包括但不限于入围影人、评审、嘉宾、媒体、合作伙伴、工作人员、志愿者及观众。

FIRST International Film Festival (hereinafter "FIRST IFF") is committed to fostering a fair, safe, inclusive, and respectful public platform. We encourage diverse voices and advocate for artistic freedom, while firmly opposing any form of discrimination, harassment, violence, or abuse of power.

The FIRST IFF Committee believes that art must be rooted in respect and responsibility toward others. To this end, we have established this Code of Ethics and Anti-Discrimination Policy (hereinafter "the Code"). This Code applies to all official events, workplaces, and related social settings during the festival. It covers all participants, including but not limited to shortlisted filmmakers, jurors, guests, media, partners, staff, volunteers, and attendees.

II. 核心承诺 Core Commitments

零容忍：对骚扰、歧视及暴力行为实行零容忍政策。

尊严保护：保护所有参与者的尊严与平等权利，提供非评判性的支持。

程序正义：在遭遇不当行为时，提供有效、保密的**举报与公正的支持机制**。

Zero Tolerance: A zero-tolerance policy toward harassment, discrimination, and violence.

Protection of Dignity: Safeguarding the dignity and equal rights of all participants and



providing non-judgmental support.

Procedural Justice: Providing effective, confidential reporting channels and fair support mechanisms in the event of misconduct.

III. 禁止行为 Prohibited Behaviors

FIRST 影展严格禁止以下行为：

FIRST IFF strictly prohibits the following behaviors:

1. 性骚扰与不当性行为 Sexual Harassment and Misconduct

未经允许的肢体接触、持续的纠缠、带有性暗示的言语或凝视。

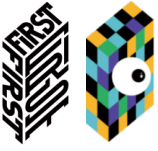
利益交换为目的的不当行为，暗示或明示以性/情感关系作为换取入围、获奖、资源或工作机会的条件。

Unwelcome physical contact, persistent harassment, and sexually suggestive language or staring.

Inappropriate conduct involving the exchange of favors (Quid Pro Quo), where sexual or romantic relations are implied or explicitly offered as a condition for selection, awards, access to resources, or employment opportunities.

2. 歧视与仇恨言论 Discrimination and Hate Speech

基于性别、性取向、宗教、种族、年龄、身体状况、社会阶层等的排斥、侮辱或攻击性言论。



Exclusionary, insulting, or offensive remarks based on gender, sexual orientation, religion, ethnicity, race, age, physical ability, or social class.

3. 暴力与威胁 Violence and Threats

肢体暴力、恐吓威胁。

利用身份、职务或资历优势，对他人进行持续的羞辱、贬低或精神操控。

Physical violence or intimidation.

The use of identity, position, or seniority to humiliate, belittle, or psychologically manipulate others.

4. 创作伦理缺失（滥用拍摄权利） Ethical Failures in Production (Abuse of Creative Power)

在影片制作过程中漠视演职人员生命安全。

针对纪录片或涉及真实人物的创作，未取得知情同意的偷拍、严重侵犯隐私或对弱势拍摄对象进行剥削与欺诈。

Disregard for the life and safety of cast and crew members during the production process.

In documentaries or works involving real individuals: filming without informed consent, severe invasion of privacy, or the exploitation and deception of vulnerable subjects.

IV. 社区共识 Community Consensus

拥抱多元：尊重不同文化、身份、立场之间的对话。

尊重创作：在批评、评论与讨论中保持理性、尊重与专业。



旁观者干预：当您目睹不当行为时，在确保自身安全的前提下，通过介入、记录或报告来予以制止。

Embrace Diversity: Respecting dialogue between different cultures, identities, and perspectives.

Respectful Creation: Maintaining rationality, respect, and professionalism in criticism, reviews, and discussions.

Bystander Intervention: If you witness misconduct, we encourage you to intervene, document, or report the incident to stop it, provided it is safe to do so.

V. 报告与响应机制 Reporting and Response Mechanism

若您在 FIRST 影展活动的筹备和举办期间遭遇或目击违反本准则的行为，请通过以下安全渠道寻求帮助：

If you experience or witness a violation of this Code during the preparation or duration of FIRST, please seek help through the following secure channels:

官方邮件：conduct@firstfilm.org（由组委会专人管理，严格保密，可匿名）；

现场支持：位于 FIRST 影展各主会场服务台。

Official Email: conduct@firstfilm.org (Managed by a designated team; strictly confidential; anonymous reports accepted).

On-site Support: Available at the service desks of all main FIRST venues.



处理流程与承诺：

Handling Process and Commitments:

及时响应：在收到报告后的 48 小时内启动调查程序；

独立调查：将视情况组建包含法律顾问在内的独立小组进行调查；

利益回避：若被举报人与调查人员存在利益关联，相关人员将强制回避；

不报复政策：严禁对善意举报人或证人进行任何形式的报复。报复行为本身将被视为严重违规。

Timely Response: Investigation procedures will be initiated within 48 hours of receiving a report.

Independent Investigation: An independent panel, including legal counsel if necessary, will be formed to investigate based on the circumstances.

Conflict of Interest: Any person with a conflict of interest involving the reported party will be mandatorily recused from the investigation.

Anti-Retaliation Policy: Any form of retaliation against a whistleblower or witness acting in good faith is strictly prohibited. Retaliation itself will be treated as a severe violation of the Code.

VI. 违规后果 Consequences of Violations

经调查查证属实者，FIRST 影展组委会有权根据情节严重程度采取以下一项或多项措施，且不予退还任何费用：



If an investigation confirms a violation, FIRST IFF Committee reserves the right to take one or more of the following actions based on the severity of the incident, **without refunding application fees**:

口头或书面警告；

撤销作品入选资格；

取消参与资格或撤销影展证件、禁止入场；

向所属单位或合作方通报；

永久取消未来参与 FIRST 影展权利。

Verbal or written warning.

Disqualification of the film from selection.

Revocation of festival credentials and immediate removal from venues.

Notification of the individual's employer or affiliated organization.

Permanent ban from future participation in FIRST IFF.

VII. 特别条款：参展作品伦理 Special Provisions: Ethics of Submitted Works

FIRST 影展尊重创作自由，但亦强调创作者作为“掌握影像权力者”的责任：

FIRST IFF respects creative freedom but emphasizes the responsibility of creators as "holders of the power of the image":



所有入围影片应遵守基本拍摄伦理，避免任何形式的对弱势个体的剥削、胁迫或未经同意的使用；

组委会有权要求导演/制片人补充说明拍摄过程的伦理合规性；

如影片在制作过程中存在严重的剥削、虐待（包括动物虐待）或违背知情同意原则的行为，一经查实，组委会保留随时撤片及取消奖项的最终决定权。

All shortlisted films must adhere to basic production ethics, avoiding any form of **exploitation, coercion, or unauthorized use of vulnerable individuals.**

The FIRST IFF Committee reserves the right to request filmmakers/producers to provide additional clarification regarding the ethical compliance of their production process.

If a film is found to involve severe exploitation, abuse (including animal abuse), or a violation of the principle of informed consent during its making, the Organizing Committee reserves the final right to **withdraw the film and revoke any awards** at any time.

VIII. 共同的责任 Shared Responsibility

电影节不只是一个作品的平台，更是人与人之间相遇的社区。FIRST 影展组委会诚挚希望同行的每一位创作者、参与者、观众都能在此——自由地创作，安全地表达，勇敢地承担。

A film festival is more than a platform for works; it is a community where people meet. The FIRST IFF Committee sincerely hopes that every creator, participant, and audience member will join us in this mission: **to create freely, to express safely, and to act with courage and accountability.**