

## RESPECT

Over the past year, many courageous individuals have revealed the dark truth of sexual harassment and assault by powerful people in the fashion industry. These concerns have yet to be addressed in a meaningful, sustainable way.

As models, our images serve a commercial purpose, but our bodies remain ours. Agreeing to be photographed or filmed as professional representatives of a product or brand does not constitute agreement to be groped, fondled, involuntarily disrobed or worse.

## DEAR MEMBERS OF THE FASHION INDUSTRY,

We know that companies and executives at the top bear responsibility for ensuring that our rights are respected when we're at work, but they too often treat the discovery of abuses as public relations crises to be managed, rather than human rights violations to be remedied. We also know that lofty-sounding standards without genuine enforcement will not work.

Today, we are putting forward the solution: the RESPECT Program. Designed by models and their allies, RESPECT provides an industry-wide blueprint for protecting models and their colleagues from harassment. RESPECT goes beyond words of sympathy and bandaid fixes, and works towards prevention by empowering models to identify and uproot these abuses, backed by the enforcement power of the top companies in fashion. We

are calling on agencies, publishing companies and fashion brands to join RESPECT, a program that is rooted in a commitment to real change. We are also calling on fellow models to share their experiences and add their voices to make RESPECT as comprehensive as possible.

RESPECT also recognizes that sexual harassment does not exist in a vacuum – models are often body-shamed and bullied, pressured to lose weight and jeopardize their health in order to book jobs, or to work in debt

to their agencies and remain silent even when paid late, or not paid at all, for their work. RESPECT will go beyond addressing specific acts of sexual harassment, and also seek to foster a work environment that is no longer fertile ground for abuse.

Every company in our industry says it abhors sexual harassment and wants to protect those at risk of abuse. We believe that if a company is serious about protecting us, it will be willing to go beyond mere promises to do better and embrace enforceable standards, with real teeth.

Together, we will enable a working environment in which creative collaboration and self-expression flourishes, and everyone can work without fear of harassment, abuse, discrimination or violence.

# IN SOLIDARITY

Aaliyah Ei  
Alaia Baldwin  
Alexander Kjellevik  
Alise Shoemaker  
Alyssa Daugherty  
Alyssa Sutherland  
Alyssah Ali  
Ana Kondratjeva  
Ana Mihajlovic  
Anne Bergstedt  
Anne Verhallen  
Arisce Wanzer  
Athena Curry  
Audi Martel  
Audra Callo  
Braeden Wright  
Brana Dane  
Bryce Thompson  
Caitriona Balfe  
Carolina Fontaneti  
Carre Otis  
Chan Kim  
Chloe Hayward  
Chloe Traichel  
Christabel Campbell  
Christopher Cates  
Cleo Abram  
Dana Drori  
Danielle Zinaich  
Daria Borisova  
Daryl Janney  
Devin Ryan  
Dominique Silver  
Doutzen Kroes  
Edie Campbell  
Elettra Weidemann  
Elliott Sailors  
Emma Loewen  
Emme  
Erin Doulight  
Erin Marquez  
Erin O'Connor  
Geena Rocero  
Georgia Sumner  
Grace Kull  
Hailey Serrano  
Ida Burchardi  
Ingrid Sophie Schram  
Ja'Veonna Gordon  
Jamie Strachan  
Jason Fedele  
Jess Lewis  
Josh Ardolf  
Julia Geier  
Karen DeSouza  
Karen Elson

Kalae Nouveau  
Kaye Li Taylor  
Kelleth Cuthbert  
Kelly Mittendorf  
Kenza Fourati  
Lauren Chan  
Lauren Switzer  
Lily Cummings  
Lisa Davis  
Louise Donnegan  
Louise Parker  
Lyndsey Scott  
Madeline Hill  
Madhulika Sharma  
Madison Schill  
Madisyn Ritland  
Margaret McCabe  
Mari Malek  
Maria Enza Fariello  
Marianne Garces  
Meisha Brooks  
Meredith Hattam  
Michael Boyd Hager  
Milla Jovovich  
Miranda Frum  
Monica Watkins  
Morgan Reid  
Natalia Noves  
Nicole Petty  
Pania Rose  
Peggy Duncan  
Piya Wan  
Rachel Alexander  
Reid Rohling  
Renee Peters  
Remy Holwick  
Rie Rasmussen  
Robyn Lawley  
Ros Georgiou  
Rosie Cheera  
Rosie Nelson  
Sabina Karlsson  
Sara Ziff  
Shivani Persad  
Sinaed Bovell  
Sonia Trzewikowska  
Summer Rayne Oaks  
Taja Feistner  
Tamaris Freitas  
Tarah Rodgers  
Teddy Quinlivan