

RMA Talent Code of Practice

(Terms & Conditions)

Our pledge: We run fair, safe, and efficient casting for stage and screen. Actors do **not** pay us to be seen. Producers get curated options quickly, with clear rules everyone can trust.

1) Fair access (no pay-to-play)

- Actors are considered **without paying** any fee to RMA Talent.
- Optional services we may offer (for example: negotiation, coaching, reel editing) are **separate** from casting decisions and never a condition to be seen.

2) Clear briefs and transparent rules

- Every project starts with a written brief that states: roles, dates, location, required skills (for example, languages, movement), and the decision timeline.
- We have separate designated professionals for casting agents, for casting directors on set, and for coaching.
- Fees are paid directly into RMA, within negotiated terms. RMA pays the actor based on the actor's contract. (For organized accounting).

3) Professional auditions (stage and screen)

- Auditions are run to professional standards: punctual delivery, consent form, respectful storage and sharing under our rules of conduct and privacy policy.
- Taped auditions according to production standards.

4) Clean conflicts and no double-dipping

- If an actor is also coached under RMA, we **disclose** that to the producer.
- We do not take commission from both sides. Casting fees are paid by the producers only.

5) Safe practice and wellbeing

- If a project involves intimacy, stage combat, stunts, or sensitive themes, we use **trained coordinators** (to be approved by the Production), or remove the activity from the audition.
- Any performer may **stop** an audition if they feel unsafe; we will offer an alternative.
- We will make **reasonable adjustments** for disability or access needs when told in advance.

6) Timely and respectful communication

- We acknowledge submissions within **two business days**.
- When we accept a producer's brief, we target **72 hours** to deliver a curated shortlist (where the brief and materials are complete). Based on communication with the production.
- Final casting decisions belong to the producer or production company.

7) Data, recordings, and privacy

- We collect only what is needed for casting (for example: headshot, clips, contact details, skills).
- Auditions may be recorded **for casting evaluation only** and are not posted publicly without written permission.
- We follow Nigeria's data protection law: we store data securely, restrict access, and honor requests to delete where allowed.
- Producer's access to the curated material is limited to the period of casting.

8) Child performers (when applicable)

- We require a parent or legal guardian at all times, the correct permits, and age-appropriate hours and content.

9) Concerns and complaints

- If you have a concern about safety, conduct, access, or fairness, contact **ronyamanartsoffice@gmail.com**.
- We acknowledge within **two business days**, investigate, and reply with next steps.