



NEVADA FILM WELLNESS

Mental Health Support Guidelines for Film Productions

A comprehensive framework for producers, directors, & production leaders

Tier 1: Essential Care Production Standard

Designed for: Independent / Non-Union Film Mental Health Guidelines

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I. Statement

The Essential Care Standard outlines the minimum best-practice mental health supports every production can implement, regardless of budget. This tier focuses on clear communication, designated support roles, and access to basic mental health resources.

- ✓ Scalable
- ✓ Zero-to-low cost
- ✓ Producer-led implementation
- ✓ Foundation for healthier production culture

II. Essential Care Production Standard Overview

Mental health support does not require large budgets; it requires intention, clarity, and basic systems of care. These guidelines outline the minimum best-practice standards independent productions can realistically implement while still protecting cast and crew wellbeing.

Compliance for independent productions means naming mental health as a priority, creating clear, realistic support structures, and demonstrating good-faith effort within budget constraints. Independent compliance is not about perfection; it is about care, transparency, and accountability.

III. Mental Health & Psychological Safety Statement

This production is committed to creating a respectful, psychologically safe working environment for all cast and crew. Mental health is recognized as an important component of workplace wellbeing and professional conduct.

This production follows the **Nevada Film Wellness Initiative (NFWI) Tier 1: Essential Care Standard**, which establishes clear communication, designated support roles, and access to basic mental health resources appropriate to independent, non-union productions.

Mental health concerns will be handled with care, discretion, and respect. Retaliation or stigma related to raising concerns or seeking support is not acceptable.

This policy applies to all members of the production team.

IV. Independent Production Compatibility Statement

The NFWI Tier 1 Essential Care Standard is designed specifically for independent and non-union productions. It does not require union infrastructure, dedicated clinical staff, or large financial investment.

These guidelines are:

- Flexible and scalable
- Producer-led
- Adaptable to small crews and limited budgets
- Compatible with independent production workflows

The goal is to provide realistic, meaningful mental health support without adding unnecessary administrative burden.

V. Insurance & Risk Management: Risk Awareness & Duty of Care Statement

Independent productions face unique pressures, including limited resources, compressed schedules, and overlapping roles. Proactively addressing mental health helps reduce preventable crises, miscommunication, and on-set conflict.

The NFWI Tier 1 Essential Care Standard supports productions in demonstrating good-faith efforts to:

- Identify stress and emotional risk factors
- Provide clear reporting pathways
- Encourage early communication and de-escalation
- Maintain professionalism under pressure

Mental health awareness is treated as a **practical risk-reduction tool**, not a clinical service.

VI. Insurer / Funder-Facing Language

While independent productions may not have access to dedicated mental health professionals, Tier 1 compliance demonstrates intentional planning, leadership accountability, and a commitment to safe working conditions. These measures support overall production stability and reduce the likelihood of disruption related to unmanaged stress or conflict.

VII. Reporting & Accountability: Designated Wellness Point Person

Each production designates a Wellness Point Person who serves as the primary contact for mental health-related concerns. This individual is responsible for:

- Listening and responding appropriately
- Connecting individuals to available resources
- Escalating concerns when safety is at risk

This role does not replace professional care but provides clarity and accountability within the production.

VIII. Plain-Language Explanation for Cast & Crew

What This Means on This Production

This production recognizes that film work can be stressful. If you are struggling or notice something concerning, you are encouraged to speak with the designated Wellness Point Person. Support is meant to be respectful, confidential when possible, and focused on care—not punishment.

IX. Plan

1. Designated Wellness Point Person (No New Hire Required)

Requirement:

Each production designates one existing team member (often a producer, AD, or production manager) as the Wellness Point Person.

Responsibilities:

- Knows available mental health resources
- Serves as a confidential first point of contact
- Escalates concerns appropriately
- Communicates wellness expectations to cast and crew

Cost: \$0

2. Pre-Production Wellness Brief

Requirement:

Include a short mental health expectations statement in pre-production materials or the first production meeting.

Minimum Standard Includes:

- Commitment to respectful communication
- Clear reporting path for concerns
- Statement that mental health matters and will be taken seriously

Format:

One paragraph in a call sheet, welcome email, or production handbook

Cost: \$0

3. Clear Reporting & Support Pathway

Requirement:

Cast and crew must know who to go to if they are struggling or observe concerning behavior.

Minimum Standard:

- Identify the Wellness Point Person
- Identify a backup (e.g., producer)
- Share contact info at start of production

Cost: \$0

4. Basic On-Set Wellness Practices

Requirement:

Implement simple practices that reduce unnecessary stress.

Minimum Standards:

- Reasonable break expectations when possible
- Clear daily schedules
- Predictable communication about changes
- Private space available for brief decompression if needed

Cost: \$0–Minimal

5. Mental Health Resource Access

Requirement:

Provide access to at least one external mental health support resource.

Low-Cost Options:

- 988 Suicide & Crisis Lifeline
- Local low-cost or sliding-scale clinics
- A short resource list created by NFWI

Cost: \$0

6. Content Warnings & Emotional Load Awareness

Requirement:

Flag emotionally intense scenes in advance.

Minimum Standard:

- Verbal or written notice before filming heavy material
- Opportunity for cast/crew to ask questions or request support

Cost: \$0

7. Post-Production Check-Out (Optional but Encouraged)**Requirement:**

A brief end-of-production acknowledgment that intense work may have emotional effects.

Format:

- Wrap email with resource reminders
- Optional check-in message from production leadership

Cost: \$0

Optional Add-Ons (Still Budget-Friendly)

- One-hour virtual wellness orientation
- Downloadable mental health resource sheet
- Short conflict-resolution or de-escalation guide for leadership

IX. Tier 1 Compliance Checklist

Independent & Non-Union Productions

NFWI Tier 1: Essential Care Standard

Wellness Point Person Assigned

Designate a producer, AD, or production manager as the Wellness Point Person. Contact information is shared with cast and crew.

Pre-Production Wellness Statement Included

A brief mental health expectations statement is included in pre-production materials, call sheets, or first production meeting.

Clear Reporting Pathway Communicated

Cast and crew are informed who to contact for mental health concerns and how concerns will be handled.

Basic On-Set Wellness Practices Implemented

Production commits to respectful communication, reasonable breaks when possible, and predictable scheduling.

Private Decompression Space Available

A private or quiet space is identified for brief emotional regulation or decompression when needed.

Mental Health Resources Provided

At minimum, provide access to external support resources (e.g., 988 Suicide & Crisis Lifeline, local low-cost providers).

Content & Emotional Load Awareness

Emotionally intense scenes are flagged in advance, allowing cast and crew to prepare or ask questions.

End-of-Production Wellness Acknowledgment

A wrap email or verbal acknowledgment normalizes post-production emotional impact and re-shares resources.

Compliance Status

In Progress

Tier 3 Compliant

Tier 3 Compliant with Ongoing Consultation

Certification / Recognition Language

Productions meeting the Tier 1 standard may be recognized as:

NFWI Tier 1: Essential Care Production Standard

This designation reflects leadership in ethical production, workplace safety, and sustainable creative practice.