

Casting Policy

Dhyana Arts Studio is committed to conducting a fair, professional, and transparent casting process. We select talent based on the creative requirements of each project, including suitability for the role, skills, experience, performance, availability, and overall project requirements.

Key Points:

- **Role-Based Selection:** Casting decisions are based on the specific requirements of each character, project, or production.
- **Fair Opportunity:** We aim to provide equal opportunities to suitable candidates without unlawful discrimination.
- **Auditions:** Depending on the project, candidates may be asked to participate in auditions, screen tests, voice tests, or portfolio reviews.
- **Portfolio & Showreel:** Candidates may be required to submit relevant photographs, portfolios, showreels, voice samples, or previous work.
- **Professional Conduct:** All candidates and studio representatives are expected to maintain respectful and professional behavior throughout the casting process.
- **Project Confidentiality:** Candidates may be required to keep scripts, character information, project details, audition materials, and unreleased content confidential.
- **Availability:** Final selection may depend on the candidate's availability during the required production schedule.
- **Compensation:** Payment, fees, or other compensation will be communicated clearly to selected talent before participation, where applicable.
- **No Guarantee of Selection:** Submission of an application, portfolio, or audition does not guarantee selection or employment.
- **No Guarantee of Work:** Being included in our talent database does not guarantee future casting opportunities.
- **Use of Audition Material:** Audition recordings and submitted materials may be used only for legitimate casting and production-related purposes, subject to applicable rights and permissions.
- **False Information:** Providing false credentials, identity information, or misleading portfolio material may result in disqualification.
- **Changes & Cancellation:** Casting requirements, audition schedules, or project plans may change due to production requirements.

- **Child/Minor Talent:** Where minors are involved, applicable parental/guardian consent and legal requirements will be followed.

Important: Never charge candidates an "audition fee" simply to audition unless there is a legitimate, clearly disclosed service with an appropriate legal basis. Also avoid promising guaranteed roles or employment.

Yes. For an Indian film/animation/VFX studio, I would make the clause more specific than the sentence you currently have. Under the **Child and Adolescent Labour (Prohibition and Regulation) Act, 1986**, children are generally prohibited from employment, but there is a specific exception for child artists in audio-visual entertainment—including films, advertisements and television—subject to prescribed conditions and safety measures, and the work must not interfere with the child's education. ([India Code](#))

The 2017 Rules also set specific requirements for child artists, including District Magistrate permission, parental/guardian consent, a responsible person for child safety, limits on working hours, education arrangements, health/nutrition/shelter safeguards, and other protections. ([Labour Ministry](#))

Recommended legal wording for your website

Child & Minor Talent

Dhyana Arts Studio is committed to protecting the safety, dignity, welfare, education, privacy, and best interests of every child or minor participating in any casting, audition, photography, filming, animation reference, advertisement, video production, or other creative activity.

Where a person below the applicable age of majority is considered for or engaged in a production, Dhyana Arts Studio will comply with applicable Indian laws, rules, regulations, and child-protection requirements relating to the participation of children in entertainment and audio-visual productions.

1. Parent or Legal Guardian Consent

No child or minor will be permitted to participate in an audition, casting, rehearsal, filming, or production activity without obtaining appropriate written consent from the

child's parent or legally authorized guardian.

The studio may request reasonable documentation to verify the identity and authority of the parent or guardian and the age of the child.

2. Legal Permissions and Documentation

Where required by applicable law, the production will obtain the necessary permissions, undertakings, declarations, registrations, or approvals from the competent government authority before the child's participation.

For applicable audio-visual productions, the studio will follow the requirements prescribed under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and the applicable Rules, including requirements concerning permission, parental/guardian consent, safety, education, working hours, welfare, and protection of the child.

3. Working Hours and Education

A child will not be required to participate in production activities in a manner that adversely affects the child's education, health, safety, or welfare.

Where the child-artist rules apply, the prescribed working-hour restrictions will be observed. The applicable Rules provide that a child artist must not work for more than five hours in a day or for more than three hours without a rest period. ([Labour Ministry](#))

The production will make appropriate arrangements to avoid discontinuity in the child's education and will comply with applicable restrictions concerning the number and continuity of working days. ([Labour Ministry](#))

4. Responsible Adult and Child Safety

The production will designate an appropriate responsible person to oversee the safety, care, and welfare of participating children.

Where the child-artist rules apply, the prescribed ratio and supervision requirements will be followed, including the requirement concerning a responsible person for a maximum of five children. ([Labour Ministry](#))

Children will be provided with appropriate supervision, safe working conditions, suitable rest periods, access to necessary facilities, and reasonable protection from physical or psychological harm.

5. Health, Nutrition and Welfare

The production will take reasonable measures to protect the physical and mental health of the child.

Where applicable, arrangements will be made for appropriate nutrition, safe and clean accommodation or shelter, daily necessities, rest, and other welfare requirements prescribed by law. ([Labour Ministry](#))

6. Voluntary Participation

A child will not be forced, threatened, coerced, or otherwise compelled to participate in an audio-visual production or entertainment activity.

The child's welfare and best interests will take priority over production requirements. The applicable Rules expressly prohibit making a child participate in relevant audio-visual or entertainment activities against the child's will and consent. ([Labour Ministry](#))

7. Prohibited and Inappropriate Activities

Dhyana Arts Studio will not knowingly require a child to participate in activities that are unlawful, hazardous, abusive, exploitative, sexually inappropriate, degrading, or otherwise inconsistent with the child's safety and dignity.

Any scene, costume, performance, stunt, special effect, or production activity involving a child will be assessed for age-appropriateness and safety before participation.

Where a proposed activity presents a material safety risk, additional safeguards, professional supervision, specialist personnel, or alternative production methods will be considered.

8. Protection from Abuse and Exploitation

The studio maintains a zero-tolerance approach toward child abuse, exploitation,

harassment, bullying, discrimination, or inappropriate conduct.

Any concern relating to the safety or welfare of a child should be reported immediately to the designated production representative, parent/legal guardian, or appropriate authority.

The production will follow applicable child-protection and reporting requirements, including laws relating to offences against children.

9. Earnings and Payment

Where a child receives income from participation in an applicable production, the studio/producer will comply with the applicable legal requirements concerning payment and preservation of the child's earnings.

The applicable child-artist rules require at least 20% of the income earned by the child from the production or event to be deposited directly into a fixed-deposit account in a nationalised bank in the child's name, subject to the applicable legal requirements.

([Labour Ministry](#))

10. Privacy and Personal Information

Personal information relating to a child, including photographs, identification documents, contact details, school information, recordings, audition material, or other personal information, will be handled with appropriate care and in accordance with applicable privacy and data-protection laws.

The studio will obtain appropriate parental/guardian authorization before collecting or using such information where required.

11. Images, Recordings and Publicity

Any use of a child's photograph, video, voice, performance, or other identifiable material for advertising, promotional purposes, portfolio use, social media, website publication, or other public distribution will be subject to appropriate authorization and the terms agreed with the parent/legal guardian.

Confidential or unreleased production material will be handled according to the

applicable production agreement or confidentiality requirements.

12. Right to Refuse or Stop Participation

Dhyana Arts Studio reserves the right to stop or refuse a child's participation if the studio reasonably believes that the activity may compromise the child's safety, health, education, dignity, or welfare, or if required legal permissions or documentation have not been obtained.

Parents or legal guardians may also raise concerns regarding the child's participation at any time.

13. Compliance with Applicable Law

This policy is intended to operate alongside, and not replace, applicable Indian laws, government rules, child-protection requirements, local permissions, production-specific requirements, and any other legally applicable obligations.

Where the law provides a higher level of protection for children, the higher legal requirement will prevail.

Dhyana Arts Studio is committed to ensuring that every child involved in our productions is treated with dignity, respect, care, and appropriate legal protection.