

N E W S R E L E A S E

News Release No.: 2016-47

Date: May 3, 2016

Cal/OSHA Cites Adult Film Producer Kink.com for Condom Law Violations, Exposing Employees to Infectious Materials

San Francisco—Cal/OSHA has cited adult film producer Kink.com with proposed penalties of \$146,600 to for 13 violations of safety laws that exposed workers to blood and other potentially infectious materials.

Responding to a complaint, Cal/OSHA inspected Kink.com facilities in San Francisco on November 9, 2015. Investigators found the employer did not require performers to use condoms during production of at least five films, in violation of California’s [bloodborne pathogens standard](#).

“The use of barrier protections, such as condoms, is required during adult film production,” said Cal/OSHA Chief Juliann Sum. “Cal/OSHA will continue to enforce California’s health and safety regulations, which exist to protect workers from job-related harm.”

The two condom-related violations are classified as willful serious, and carry the largest penalties. A willful violation is cited when evidence shows the employer either knowingly violated the law or took no reasonable steps to address a known hazard. Serious violations are cited when there is a realistic possibility that death or serious physical harm could result from the actual hazard created by the violation.

Cal/OSHA also cited Kink.com for 11 general safety violations. These violations included failure to guard the blades of a table saw on the premises and failure to ensure first aid materials on site were in usable condition.

This is the second time within the last five years that Kink.com, also known as Cybernet Entertainment, has been cited for failing to provide adult film performers with condoms and require their use during production.

Cal/OSHA previously inspected Kink.com facilities in August 2013, and subsequently issued three serious citations, as well as three general and five regulatory violations. Two of the three serious citations were for condom violations. Kink.com appealed these

citations, which were then [upheld](#) by an Administrative Law Judge of the Occupational Safety & Health Appeals Board.

Workers in the adult film industry should know current laws protect them from injury and illness on the job, and where to go for help if their employer doesn't follow those laws. More information on filing a complaint with Cal/OSHA, as well as on health and safety requirements in adult film settings can be found [online](#) or by calling (714) 558-4300.

Employers in the adult film industry must also know how to protect their employees from health and safety hazards and understand the consequences of failing to comply with state regulations

Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. [Cal/OSHA's Consultation Services Branch](#) provides free and voluntary assistance to employers to improve their health and safety programs. Employers should call (800) 963-9424 for assistance from Cal/OSHA Consultation Services.

Employees with work-related questions or complaints may contact DIR's Call Center in English or Spanish at 844-LABOR-DIR (844-522-6734). The California Workers' Information line at 866-924-9757 provides recorded information in English and Spanish on a variety of work-related topics. Complaints can also be filed confidentially with [Cal/OSHA district offices](#).

Members of the press may contact Erika Monterroza or Peter Melton at (510) 286-1161, and are encouraged to [subscribe to get email alerts](#) on DIR's press releases or other departmental updates.

#



The [California Department of Industrial Relations](#), established in 1927, protects and improves the health, safety, and economic well-being of over 18 million wage earners, and helps their employers comply with state labor laws. DIR is housed within the [Labor & Workforce Development Agency](#). For general inquiries, contact DIR's Communications Call Center at 844-LABOR-DIR (844-522-6734) for help in locating the appropriate [division or program](#) in our department.