

### **Standard**

- REFORMATION BREWERY is committed to providing a work environment free of unlawful harassment.
- REFORMATION BREWERY policy prohibits sexual harassment and harassment on the basis of race, color, sex (including pregnancy and gender identity), religion, parental status, age, national origin or ancestry, physical or mental disability, family medical history or genetic information, sexual orientation, military service or veteran status, or any other consideration made unlawful by federal, state, or local laws. REFORMATION BREWERY'S anti-harassment policy applies to all persons involved in the operation of REFORMATION BREWERY and prohibits unlawful harassment by any associate of REFORMATION BREWERY, including managers, as well as vendors, customers, independent contractors and any other persons. Prohibited unlawful harassment includes, but is not limited to, the following behavior:
  - Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments;
  - Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings or gestures;
  - Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race or any other protected basis;
  - Threats and demands to submit to sexual requests or favors as a condition of continued employment, or to avoid some other loss and offers of employment benefits; and
  - Retaliation for reporting or threatening to report harassment.
- If an associate believes that he/she has been unlawfully harassed, the associate should bring a complaint to his/her direct supervisor and the People Team as soon as possible after the incident. The associate will be asked to provide details of the incident or incidents, names of individuals involved, and names of any witnesses. It is best to communicate such a report in writing, but it is not essential that the report be in writing. An associate's direct supervisor will refer all harassment complaints to the People Team. The People Team will undertake an effective, thorough and objective investigation of the harassment allegations and will keep REFORMATION BREWERY leadership informed.
- If REFORMATION BREWERY determines that harassment has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any associate determined by REFORMATION BREWERY to be responsible for harassment will be subject to appropriate disciplinary action, up to and including termination. REFORMATION BREWERY will not retaliate against any person for filing a complaint or participating in an investigation and will not tolerate or permit retaliation by management or co-workers.
- REFORMATION BREWERY encourages all associates to report any incidents of harassment forbidden by this policy so that complaints can be quickly and fairly resolved.