

Crash Course Theater Harassment Policy

Crash Course Theater (CCT) is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including any kind of harassment. CCT will operate a zero tolerance policy for any form of harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of harassment. Any person found to have harassed another may result in recasting, loss of profit, and consideration in future casting.

All harassment complaints will be taken seriously and treated with respect and in confidence.

Harassment is defined as: any unwelcome conduct which makes a person feel offended, humiliated and/or intimidated. It includes situations which create an environment which is hostile, intimidating or humiliating for the recipient. Harassment can involve one or more incidents and actions constituting harassment may be physical, verbal and non-verbal.

Examples of physical harassment conduct - Unwelcome physical contact including patting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching physical violence, including sexual assault Physical contact, e.g. touching, pinching. This list is not all encompassing.

Examples of verbal harassment conduct - Comments on a worker's appearance, age, private life, etc. Sexual or other harassing comments, stories and jokes, repeated and unwanted social invitations for dates or physical intimacy, insults based on the sex/ gender, condescending or paternalistic remarks and sending sexually (or otherwise) explicit messages (by phone or by email). This list is not all encompassing.

Examples of non-verbal harassment conduct - Displaying of explicit, demeaning, or suggestive material or gestures with the hands and/or body, looking at a person in a demeaning or sexual manner, following or stalking someone. This list is not all encompassing.

If there are any issues, within this contract, the Talent Employment Agreement, or any other element, please contact our resolution manager, Rachael Joy Metcalf at **931.588.8899** and/or **2019.metcalf5@gmail.com** . These issues may be stated anonymously and/or using direct transparency.

The Talent - Legal Name Written

The Talent - Signature

Date