

Collective Catering

Collective Entertainment & Events Group

General Employment Policies

Purpose

Collective Catering and Events is committed to fostering a safe, respectful, and inclusive work environment. This policy outlines our commitment to preventing and addressing incidents of discrimination, bullying, harassment, workplace violence, and drug and alcohol use in the workplace. The cooperation of all employees is essential to achieving the goals of these policies.

Applicability

This policy applies to all employees. No employee shall be subject to retaliation (including harassment, intimidation, threats, coercion, or discrimination) for engaging in this policy in good faith.

Drug and Alcohol Use at Work

Any employee under the influence of drugs or alcohol while in the workplace will be immediately sent home without pay. Working or attempting to work while impaired is grounds for disciplinary action, up to and including termination of employment.

Smoking

Smoking (including cigarettes and e-cigarettes/vaping devices) is prohibited at Starlight Stadium. Smoking must occur outside the stadium gates and in designated areas only.

Discrimination

Employees will not be discriminated against on any grounds prohibited under the BC Human Rights Code. Protected grounds include race, colour, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, age, physical or mental disability unrelated to job performance, citizenship, marital status, family status, ancestry, and any other class protected by law.

Harassment and Bullying

Harassment and bullying include behaviour that could reasonably cause emotional harm, unwelcome or offensive conduct—verbal, physical, or visual—that creates an intimidating or hostile workplace, unwelcome conduct of a sexual nature, threatening or intimidating behaviour, and online harassment directed toward another employee, contractor, or guest. Employees are entitled to work in an environment free from harassment and bullying.

Workplace Violence

Physical abuse or violence of any kind is strictly prohibited. Any employee found to have engaged in physical or sexual violence toward a coworker, contractor, or guest will be subject to immediate termination for cause.

Addressing Inappropriate Contractor or Guest Behaviour

Employees are not expected to tolerate harassment, bullying, or discriminatory behaviour from contractors or guests. Such behaviour must be reported to management immediately. Abusive guests may be removed from the premises by management or security.

Consulting with Management

Any employee who believes they have been subjected to workplace bullying, harassment, discrimination, or violence is encouraged to report the matter to their immediate manager. Reports will be handled with discretion and shared only on a need-to-know basis to ensure a fair and impartial review.

Employee Discipline

Any employee found, following investigation, to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

Employee Acknowledgment

I, _____, acknowledge that I have read and understand the Collective Catering General Employment Policies and agree to abide by them. I agree to consult with my manager if any part of this policy is unclear.

Signature: _____

Date: _____