



## Harassment Code of Conduct

### Neutral Ground Brewing Company's Mission Statement:

"Utilize a combination of science and artistry to provide high-quality, delicious beer for all beer drinkers, novice or experienced, by focusing on top-notch quality and ingredients, in a fun and inclusive environment. Let's meet in the middle."

### Values

In an effort to ensure a "fun and inclusive environment", Neutral Ground Brewing Company is committed to creating an environment of diversity, equity, and inclusion. All employees have a right to work in an environment free of harassment and customers have a right to unbiased customer service.

Harassment, of any kind, either intentional or unintentional, will not be allowed on company property or company-sponsored events. NGBC prohibits and will not tolerate any form of harassment of or by any employee, vendor, or customer based on race, color, religion, sex, gender, national origin, age, disability (physical or mental), veteran status, pregnancy, marital status, medical condition, sexual orientation, body size, political affiliation, or any status protected by Federal and State law.

### Examples of Unacceptable Behaviors

- Offensive comments related to race, color, religion, sex, gender, national origin, age, disability (physical or mental), veteran status, pregnancy, marital status, medical condition, sexual orientation, body size, or political affiliation.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or mispronouncing someone's name.
- Physical contact and simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop.
- Threats of violence or incitement of violence towards any individual
- Deliberate intimidation, stalking, or following.
- Harassing photography or recording, including logging online activity for harassment purposes.
- Unwelcome sexual attention.
- Deliberate "outing" of any aspect of a person's identity without their consent except as necessary to protect vulnerable people from intentional abuse.

### Reporting

Employees and customers should report all incidents immediately to the Manager on site. Private messages may also be sent to any of our social media accounts listed at [www.ngbc.beer](http://www.ngbc.beer). These accounts are monitored by NGBC management personnel only. Expect a prompt acknowledgement of your report and a follow-up in a reasonable time following investigation.

### Consequences

Employees who violate this policy will be subject to disciplinary action as outlined in the employee handbook.

Customers or vendors who violate this policy will be given a warning. Depending on the severity of the incident, they may be asked to leave the premises.