

# Harassment and Bullying Prevention

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## POLICY STATEMENT

Fitness Evolution is committed to providing a safe, respectful, and inclusive environment for all clients. We expect all clients to treat each other with dignity and professionalism. Discrimination or harassment of clients based on race, religion, sex, color, national origin, ancestry, age, physical or mental disability, sexual orientation, gender identity/expression, veteran status, pregnancy, marital status, genetic status or any other status protected by federal, state, or local law is strictly prohibited.

## HARASSMENT

Harassment is defined as unwelcome verbal or non-verbal conduct directed at a client, based upon a person's protected characteristic, that denigrates or shows hostility or aversion toward the client because of the characteristic (e.g., gender, race, age, etc.), and that creates an intimidating, hostile, or offensive environment. Harassing conduct includes, but is not limited to, epithets, threats, insults, slurs, negative stereotyping, jokes, gestures, inappropriate written or printed materials, pictures, or materials such as those mentioned here through the use of the Internet (including but not limited to social media), electronic mail, voice mail or text message, or other behavior based on a person's protected characteristic.

## BULLYING

Fitness Evolution defines bullying as the persistent and unwelcome mistreatment of clients through words, actions, communications or other demeaning and intimidating behavior.

## SEXUAL HARASSMENT

Sexual harassment is any unwelcome advance, request for sexual favors, or any other verbal or physical conduct of a sexual nature directed at a client, when such conduct

creates an intimidating, hostile, or offensive environment that interferes with the client's ability to receive the service they purchased. Sexual harassment can include, but is not limited to, sexual innuendo or suggestive comments, offensive language, inappropriate physical contact, display of sexually-oriented objects or pictures, or sexual gestures. Sexual harassment also includes offensive images and language, or explicit images of a sexual nature through the use of the Internet, electronic mail, voicemail or text message.

## **CLIENT CONDUCT**

Fitness Evolution expects all clients to treat each other and Fitness Evolution employees with respect and professionalism. Any client behavior that violates this policy may result in the termination of their membership.

## **REPORTING AND RESOLUTION**

Clients who believe they have been subjected to harassment or discrimination should report the incident to a Fitness Evolution manager or supervisor. Fitness Evolution will take prompt and appropriate action to investigate and resolve all complaints.