

IATSE Local 98 Anti-Harassment Policy

This Local is bound contractually to The Code of Conduct and Ethics and the more comprehensive Employment Policies Handbook which all employees, supervisors, managers, officers, and member of the Board of Directors, as well as agents, consultants and other representatives of Hershey Entertainment & Resorts Company must abide by.

The Local 98 Anti-Harassment Policy is not meant as a substitute nor shall supplant any policies set forth in the HERCO Employment Policies Handbook located on MyPath.HersheyPA.com.

Objective

IATSE Local 98 strives to create and maintain a safe work environment in which people are treated with dignity, decency and respect, and should be characterized by mutual trust, good judgement and the absence of intimidation, oppression and exploitation in all interactions. Local 98 will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and education of members and casuals, Local 98 will seek to prevent, correct and discipline behavior that violates this policy.

Courteous, mutually respectful, pleasant, non-coercive interactions between employees that are appropriate in the workplace and acceptable to and welcomed by both parties are not considered to be harassment, including sexual harassment.

All members and casuals, referred to as “Employees or Co-Worker” of this Local, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any employee who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, or termination of employment.

Harassment

IATSE Local 98 prohibits harassment of any kind, including sexual harassment, and will take appropriate and immediate action in response to complaints or knowledge of violations of this policy. For purposes of this policy, harassment is any written, verbal or physical conduct either during or outside of work hours that are designed to threaten, intimidate or coerce an employee, co-worker, or any person working for or on behalf of IATSE Local 98.

The following examples of harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal harassment includes comments either by phone calls or in person that are offensive or unwelcome regarding any work related topic or subject, or a person's national origin, race, color, religion, age, sex, sexual orientation, pregnancy, appearance, disability, gender identity or expression, marital status or other protected status, including epithets, slurs and negative stereotyping.
- Nonverbal harassment includes unwelcome phone texts, email, or the distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital status or other protected status.

Sexual Harassment

Sexual harassment is a form of unlawful employment discrimination under Title VII of the Civil Rights Act of 1964 and is prohibited under [Company Name]'s anti-harassment policy. According to the Equal Employment Opportunity Commission (EEOC), sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature ... when such conduct has the purpose or effect of ... creating an intimidating, hostile or offensive working environment."

Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or "kidding" that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.
- Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters, notes, facsimiles, e-mails, photos, text messages, tweets and Internet postings; or other forms of communication that are sexual in nature and offensive.
- Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.