

# THE GRANITE BREWERY & TIED HOUSE

## STATEMENT OF VALUES

The Granite Brewery is committed to providing a safe environment for all individuals, be they employees, customers, vendors or visitors, while at brewpub, on company time, or at a company-sponsored event.

The Granite requires all employees, customers, vendors and visitors to treat each other with respect, dignity, and equity, and operates a zero-tolerance policy for failures to do so, including any form of harassment, whether based on gender, sexual orientation, disability, physical appearance, body size, race, religion, or other characteristic.

Any person who harasses another or otherwise violates The Granite Code of Conduct will face disciplinary action, up to and including dismissal from employment and, for a non-employee, removal from the premises and preclusion from returning.

Fear of retaliation can prevent individuals from reporting incidents or otherwise opposing unacceptable behaviors. The Granite applies the same zero-tolerance approach to any intimidation of or retaliation against someone opposing what they believe is a violation of The Granite's Values. Even if the original conduct is not a violation of these Values, attempting to discourage anyone from reporting or otherwise opposing it is.

The Granite treats all incidents involving a possible violation of its Values seriously, and promptly investigates all complaints with respect and in confidence.

### RESPECT, DIGNITY & EQUITY

To provide a safe and inclusive environment for all individuals, The Granite requires all individuals to adhere to basic standards of conduct, and refrain from any action or communication that fails to treat others with respect and dignity. Examples of behavior that these Values include:

- Harassment of any kind, specifically including:
  - Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion;
    - Repetitive comments related to all of the above, after request to stop even if not otherwise offensive;
  - Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment;
  - Deliberate misgendering or careless but repeated misgendering;
  - Use of 'dead' or rejected names or nicknames;
  - Belittling or expressions of bias, including using subtle or coded language;
  - Gratuitous or off-topic sexual images, or behavior in spaces where they're not appropriate;
  - Personal physical contact without consent, or any physical contact after a request to stop;
  - Threats of violence, including incitement of violence towards any individual;
  - Intimidation or bullying, including encouraging a person to engage in self-harm;
  - Intimate or sexual attention without consent, or after a request to stop;
  - A second request for a date or other romantic interest after a prior request was declined;
  - Stalking or following;
  - Harassing photography or recording, including logging online activity for harassment purposes;
  - Continued one-on-one communication after requests to cease;

- Overly personal electronic communication (i.e. text symbols of “hug” or “backrub”) after a request to stop;
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of familiarity with others;
- Deliberate “outing” of any aspect of a person’s identity without their consent except as necessary to protect vulnerable people from intentional abuse; and
- Publication (even non-harassing) private communication without prior consent.
- Discrimination, whether based on gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion.
- Verbal, physical, or written abuse or assault.
- Behavior intended or reasonably interpreted to discourage an individual from reporting or otherwise opposing violations of these Values, or to retaliate against the individual for doing so.

## **RESPONSES TO UNNACCEPTABLE BEHAVIORS**

Any individual who believes they have been subjected to or witnessed a violation of The Granite’s Values should, if practicable, inform the offending individual that the conduct is unwanted and unwelcome. If that is not practical, or where the response is insufficient, an employee should notify their manager or one of the designated staff representatives. Non-employees can notify any staff person, and incident(s) may also be reported anonymously via an e-mail to [Values@granite.ca](mailto:Values@granite.ca).

Whoever at The Granite receives notice of a possible violation of these Values, that person will seek to address the issue or issues as soon as practical, with the main goals of ending the offending conduct, preventing further harm, making sure the victim or reporting individual understands The Granite’s Values and their options, and gathering information. Unless this resolves the matter to everyone’s satisfaction, it will then be addressed via The Granite’s informal and/or formal complaint procedures.