



## **GIGI'S PLAYHOUSE: NON-DISCRIMINATION POLICY**

**EQUAL OPPORTUNITY:** GiGi's Playhouse Inc. and Insperty provide equal employment opportunities to all employees and applicants in all company facilities without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation in accordance with applicable federal, state and local laws. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

**ANTI-HARASSMENT** GiGi's Playhouse Inc. and Insperty are committed to a work environment in which all individuals are treated with respect and dignity and are free from all forms of harassment and discrimination. Any form of harassment, even when not unlawful or directed at a protected category, is prohibited and will not be tolerated. All employees, including supervisors, co-workers, vendors, contractors, customers or other third parties, are expected to adhere to this policy. Reported or suspected occurrences of harassment or discrimination will be promptly and thoroughly investigated. Following an investigation, GiGi's Playhouse Inc. and Insperty will promptly take any necessary and appropriate disciplinary action. GiGi's Playhouse Inc. and Insperty will not permit or condone any acts of retaliation against anyone who files or cooperates in the investigation of harassment or discrimination complaints. 1. The term "harassment" includes harassment based on any category protected by federal, state or local law, which may include, but is not limited to, unwelcome slurs, jokes, or verbal, graphic or physical conduct relating to an individual's race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, familial status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation. 2. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where: a. Submission to such conduct is an explicit or implicit term or condition of employment; b. Employment decisions are based on an employee's submission to or rejection of such conduct; or c. Such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.