

Lucky Mountains Events Anti-Harassment and Non-Discrimination Policy

Objective

Lucky Mountains Events is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to a professional atmosphere that promotes equal opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, Lucky Mountains Events expects that all relationships among persons involved with our events will be business-like and free of explicit bias, prejudice and harassment.

Lucky Mountains Events has developed this policy to ensure that all its participants can communicate in an environment free from unlawful harassment, discrimination, and retaliation. We will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

Any individual who has concerns over these policies can contact luckymountainsevents@gmail.com.

These policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender, or any other protected characteristic, from participating in business or social activities or discussions. In other words, no one should make the mistake of engaging in discrimination or exclusion to avoid allegations of harassment. The law and the policies of Lucky Mountains Events prohibit disparate treatment on the basis of sex or any other protected characteristic, with regard to terms, conditions, privileges and perquisites of employment. The prohibitions against harassment, discrimination and retaliation are intended to complement and further those policies, not to form the basis of an exception to them.

Retaliation

Lucky Mountains Events encourages reporting of all perceived incidents of discrimination or harassment. We will investigate such reports promptly and thoroughly. Lucky Mountains Events prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports. If it is determined that discrimination or harassment occurs the individual responsible will be removed from our events and associated social media.

Sexual Harassment

Sexual harassment constitutes discrimination and is illegal under federal, state and local laws. For the purposes of this policy, "sexual harassment" is defined, as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for

example: a) submission to such conduct is made either explicitly or implicitly b) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting such individual, or c) such conduct has the purpose or effect of unreasonably creating an intimidating, hostile or offensive environment.

Title VII of the Civil Rights Act of 1964 recognizes two types of sexual harassment: a) quid pro quo and b) hostile work environment. Sexual harassment may include a range of subtle and not so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies; leering, whistling or touching; insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal or visual conduct of a sexual nature.

Harassment

Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law, or that of his or her relatives, friends or associates, and that: a) has the purpose or effect of creating an intimidating, hostile or offensive environment, b) has the purpose or effect of unreasonably interfering with an individual's performance, or c) otherwise adversely affects an individual's opportunities.

Harassing conduct includes epithets, slurs, or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group.

Reporting an Incident of Harassment, Discrimination or Retaliation

Lucky Mountains Events encourages reporting of all perceived incidents of discrimination, harassment, or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should discuss their concerns with the event coordinator, social media admins, or any member of onsite security teams.

Zero Tolerance Policy

Any reported allegations of harassment, discrimination or retaliation will be handled in a matter of zero tolerance. The individual in question will be removed from our event and associated social media, and will not be allowed to attend any future events hosted by Lucky Mountains Events. We will maintain confidentiality throughout the process.

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy

and, like harassment or discrimination itself, will be subject to appropriate action. Acts of retaliation should be reported immediately and will be promptly addressed.