

## **DIGNITY AT Keepme Fit**

Whatever you want from a gym, we want you to find it at Keepme Fit. We think everyone deserves to reach their goals, be it to run a marathon or to run after the grandkids, furthering your career, or just wanting to train somewhere great with your mates. We are committed to creating a safe, inclusive, and welcoming work and workout environment which is free from discrimination. An environment where everyone who visits, works for, or does business with Keepme Fit is able to further their goals and is treated with dignity and respect. Put simply, Keepme Fit is a place to be you.

We consider any act of harassment or bullying to be in direct conflict with our Company purpose, aims, culture, and values as outlined in our Diversity, Inclusion and Equality Manifesto, as well as a breach of our Member Rules. Bullying and harassment can have serious negative consequences for health and wellbeing, and we are all about promoting good health – how else will you reach your PB? That is why we will not tolerate harassment or bullying of any kind. All allegations of bullying and harassment, whoever it is reported by or about, will be promptly and impartially investigated and, where it is

determined that harassment or bullying has occurred, appropriate corrective action will be taken in line with the relevant internal procedures.

Any concerns raised under this policy will be treated with discretion and confidentiality to the extent that a fair and robust investigation process will allow. Furthermore, we will also not tolerate victimisation of a person for making allegations of harassment or bullying in good faith or when supporting someone to make such a complaint.

We like to keep things simple at Keepme Fit; as a result, we have one policy to cover bullying and harassment of and by members, employees, self-employed PTs, contractors, agency staff, and anyone else engaged to work at Keepme Fit, whether by direct contract or otherwise. Furthermore, this policy covers bullying and harassment both within our gyms and events related to Keepme Fit, as well as some settings outside of Keepme Fit, for example, work-related social events or actions on social media.

If you have any questions about this policy, please speak with your manager/gym manager in the first instance.