

## **DOMINO'S PIZZA POLICY ON HARASSMENT**

Team Member Name \_\_\_\_\_

Domino's Pizza is committed to providing a work environment that is free of discrimination. Employees at all times should treat other employees respectfully and with dignity. Harassment based upon a person's sex, race, color, religion, gender, national origin, age, disability, creed, marital status, and other categories protected by law, is unlawful under federal and/or state law, and will not be tolerated.

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her sex, race, color, religion, gender, national origin, age, disability, creed, marital status, status with regard to public assistance membership on a local human rights commission, or sexual orientation, or that of his/her relatives, friends, or associates and that:

- (i) Has the purpose or effect of creating an intimidating, hostile, or offensive work environment;
- (ii) Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- (iii) Otherwise adversely affects an individual's employment opportunities.

Harassment includes, but is not limited to, the following:

1. slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to race, color, religion, gender, national origin, age, disability, creed, marital status, status with regard to public assistance, membership on a local human rights commission or sexual orientation;
2. written or graphic material that denigrates or shows hostility or aversion toward an individual or a group because of sex, race, color, religion, gender, national origin, age, disability, creed, marital status, status with regard to public assistance, membership on a local human rights commission or sexual orientation that is placed on walls, bulletin boards or elsewhere on Company premises, or circulated in the workplace.

Sexual harassment is a violation of law and it is against Company policy for any team members to sexually harass another team member by:

- a. Making unwelcome sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature a condition of the team member's employment;
- b. Making submission to or rejection of such conduct the basis for employment decisions affecting the team member; or
- c. Creating an intimidating, hostile, or offensive working environment by such conduct.

Sexual harassment refers to behavior which is not welcome, which is personally offensive, which fails to respect the rights of others, and which interferes with a team member's work performance. Sexual harassment may take many forms including, but not limited to the following:

- a. Verbal: sexual innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions and threats;
- b. Non-verbal: sexual suggestive objects or pictures, graphic commentaries, suggestive or insulting sounds, leering, whistling, or obscene gestures; or
- c. Physical: unwanted physical contact, including touching, pinching, brushing against the body, coerced sexual contact, and assault.

Sexual harassment may be overt or subtle. Some behavior, which is appropriate in a social setting, may not be appropriate in the work place.

Harassment is a serious offense. Harassment by a team member, manager, supervisor, or anyone else will not be tolerated. All team members, managers, and supervisors will be expected to comply with this policy and take appropriate measures to ensure that such conduct does not occur. Appropriate disciplinary action, up to and including termination, will be taken against any team member who violates this policy.

#### **Complaint Procedure:**

1. Team members who believe they have been the subject of harassment should report the matter immediately to the general manager or the owner.
2. If a complaint involves a general manager, the complaint shall be filed directly with the owner.
3. All complaints will be handled in an appropriate manner.
4. An investigation of the complaint will normally include an interview of the persons involved and any named or apparent witnesses. Retaliation against team members or other persons participating in the investigation will not be tolerated.
5. If the investigation reveals sexual harassment, appropriate action designed to stop the harassment and prevent its recurrence will be taken.

Whether a particular action or incident relates to a purely personal social relationship without a discriminatory employment affect requires a factual determination based on all facts. DOMINO'S PIZZA also recognizes that false accusations of sexual harassment can have a serious effect on innocent individuals. We trust that all team members of DOMINO'S PIZZA will act responsibly to establish and maintain a working environment free of discrimination for all. DOMINO'S PIZZA encourages team members to raise questions they may have regarding this policy, or regarding equal employment opportunity in general, with DOMINO'S PIZZA.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Store #

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date