



Levity Health, LLC: HARASSMENT POLICY

At Levity Health, LLC, we firmly believe in treating all individuals with respect, kindness, and dignity. Because we are a business whose purpose is to encourage and assist all individuals in the pursuit of better health, happiness, and quality of life, we are committed to being a safe and supportive environment for all who pass through our doors!

This means LH has a zero-tolerance harassment policy prohibiting sexual harassment and harassment of an individual for any reason, including but not limited to: race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, religion, creed, disability, marital status, veteran status, political affiliation, or any other factor protected by federal, state, or local law. This policy applies to all LH employees, trainers, clients, contractors, visitors, and associated third parties.

Failure to adhere to this policy could result in: verbal warnings; immediate termination of sessions, training, or work contracts with LH; and/or a lifetime ban from LH. Credible reports of threats, violence, or unwanted physical or sexual contact may result in legal action and police involvement.

GENERAL HARASSMENT

Examples of harassment include verbal (including improper joking or teasing) or physical conduct that denigrates or shows hostility or aversion towards an individual because of any protected characteristic, and that:

- has the purpose or effect of creating an intimidating, hostile, or offensive workout environment
- has the purpose or effect of unreasonably interfering with an individual's training performance/experience, sense of safety, or personal boundaries
- otherwise adversely affects an individual's training or workout goals or opportunities at Levity Health, LLC

SEXUAL HARASSMENT

Sexual and gender-based harassment can include unwelcome or unsolicited sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually oppressive or derogatory nature. Examples may include:

- invading personal space
- making unnecessary physical contact, including unwanted touching, demanding hugs, etc.
- sex-specific derogatory names or language
- leering or inappropriate staring
- making gender-related comments about someone's physical characteristics or mannerisms
- making comments or treating someone badly because they don't conform with sex-role stereotypes
- showing or sending pornography, sexual pictures or cartoons (including online)
- sexual jokes, including passing around written sexual jokes (for example, by email)
- rough or vulgar humor or language related to gender
- making suggestive or offensive comments or hints about members of a specific gender
- making sexual propositions, spreading sexual rumors
- verbally abusing, threatening, or taunting someone based on gender
- bragging about sexual prowess
- demanding dates or sexual favors, asking questions or talking about sexual activities
- acting in a paternalistic way that someone thinks undermines their status or position of responsibility
- making threats to penalize or otherwise punish a person who refuses to comply with sexual advances (known as reprisal)
- using sexual or gender-related comments or conduct to bully someone

BRINGING A COMPLAINT

Anyone who visits, works at, or trains at Levity Health is entitled to safety, respect, and autonomy. We encourage anyone with a question about this policy, or a complaint about harassment on the premises, to email at levityhealth@protonmail.com. We will respond to all harassment inquiries within 48 hours, and promise not to divulge complainants' names or information unless required to by law.