

Harassment Defined, and Policy

You Should Feel Safe Going To Work

All Trivia Mafia employees are entitled to work in an environment free of harassment from coworkers or outside parties. Any employee who engages in any form of harassment or who retaliates against another employee for reporting harassment will be subject to discipline, ranging from a warning up to termination of employment.

“Harassment” is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, religion, color, age, gender, national origin, sex, uniformed service, veteran status, or protected disability, or that of his or her relatives, friends, or associates, and that:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive working environment;
2. Has the purpose or effect of unreasonably interfering with an individual’s work performance; or
3. Otherwise adversely affects an individual’s employment opportunities.

Examples of harassing conduct can include, but are not limited to, the following:

1. Use of epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to race, color, religion, gender, sex, national origin, age, or disability;
2. Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of race, color, religion, gender, sex, national origin, age, or disability and that is placed on walls, bulletin boards, or elsewhere on Company premises, or circulated in the work place; or
3. Verbal or nonverbal innuendoes that relate to or reflect negatively upon someone because of their race, color, religion, gender, sex, national origin, age or disability.

Similarly, sexual harassment involves:

1. Making as a condition of employment unwelcome sexual advances, requests for sexual favors, or other offensive verbal or physical conduct directed toward an individual because of his or her sex;
2. Making submission to or rejection of such conduct the basis for employment decisions; or
3. Creating an intimidating, offensive, or hostile work environment by such conduct.

Conduct which could rise to the level of sexual harassment can include, but is not limited to:

1. Verbal—sexual innuendo, suggestive comments, insults, threats, jokes about gender-specific traits, or sexual propositions;
2. Nonverbal—making suggestive or insulting noises, leering, whistling, or making obscene

gestures; or

3. Physical—touching, pinching, brushing the body, coercing sexual intercourse, or assault.

Such forms of harassment or retaliation may constitute discrimination under various state and federal laws and are not tolerated. Any employee who is found to have engaged in such conduct will receive disciplinary action, up to and including termination, depending upon the circumstances. Trivia Mafia takes a proactive role in preventing and quickly responding to all reports of harassment, including, but not limited to, sexual harassment.

- **If you feel you have been subjected to harassment, whether by a Trivia Mafia player, a fellow Trivia Mafia employee, or an employee of a venue associated with Trivia Mafia, please [immediately report it](#), via whatever method makes you feel most comfortable.**

Trivia Mafia cannot control every environment into which our employees go to work, due to the nature of our business. However, we will hold our customers and Private Event clients to the same standards of respect and good behavior that we hold ourselves, and will always advocate for our staff.

Revision #2

Created 17 April 2025 04:02:28 by Brenna Proczko

Updated 17 April 2025 04:57:00 by Brenna Proczko