

# **Roots and Wings Inc.**

## **A Florida Not For Profit Corporation**

### **Policies Against Discrimination and Harassment**

#### **Policy Against Discrimination**

Roots and Wings Inc. (the “Roots and Wings”) does not and shall not discriminate, and does not and shall not tolerate discrimination, on the basis of race, color, religion (creed), sex (including sexual orientation and gender identity), pregnancy (including childbirth, lactation and related medical conditions), marital status, age, national origin (including ancestry), disability, genetic information, HIV status, or military or veteran status in any of its activities or operations. These activities and operations include, but are not limited to, the Roots and Wings’ hiring or firing of officers and employees, and the selection of directors, consultants, independent contractors, volunteers and vendors, and the provision of services. Roots and Wings is committed to providing an inclusive and welcoming environment to all of its directors, officers, employees, consultants, independent contractors, volunteers, vendors and the individuals to whom Roots and Wings provides services.

#### **Policy Against Harassment**

##### ***General Statement***

Roots and Wings Inc. (the “Roots and Wings”) does not and shall not permit, and does not and shall not tolerate, harassment of any type on the basis of race, color, religion (creed), sex (including sexual orientation and gender identity), pregnancy (including childbirth, lactation and related medical conditions), marital status, age, national origin (including ancestry), disability, genetic information, HIV status, or military or veteran status in any of its activities or operations. These activities and operations include, but are not limited to, Roots and Wings’ hiring or firing of officers and employees, and the selection of directors, consultants, independent contractors, volunteers and vendors, and the provision of services. Roots and Wings is committed to providing an inclusive and welcoming environment to all of its directors, officers, employees, consultants, independent contractors, volunteers, vendors and the individuals to whom the Company provides services.

##### ***Sexual Harassment***

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's association with Roots and Wings in any capacity or participation in any of Roots and Wings' activities or operations;
- Submission to, or rejection of, such conduct by an individual is used as the basis for decisions affecting such individual's association with Roots and Wings in any capacity or participation in any of Roots and Wings' activities or operations; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's association with Roots and Wings in any capacity, or participation in any of Roots and Wings' activities or operations, or creating an intimidating, hostile, or offensive environment involving any of Roots and Wings' activities or operations.

While it is not possible to identify every act that constitutes or may constitute sexual harassment, the following are some examples of sexual harassment:

- Unwelcome requests for sexual favors;
- Lewd or derogatory comments or jokes;
- Comments regarding sexual behavior or the body of another;
- Sexual innuendo and other vocal activity such as catcalls or whistles;
- Obscene letters, notes, emails, invitations, photographs, cartoons, articles, or other written or pictorial materials of a sexual nature;
- Repeated requests for dates after being informed that interest is unwelcome;
- Retaliating against another for refusing a sexual advance or reporting an incident of possible sexual harassment to Roots and Wings or any government agency;
- Offering or providing favors or employment benefits such as promotions, favorable evaluations, favorable assigned duties or shifts, etc., in exchange for sexual favors; and
- Any unwanted physical touching or assaults, or blocking or impeding movements.

### ***Other Harassment***

Harassment – other than sexual harassment - is verbal or physical conduct that insults or shows hostility or aversion towards an individual because of the individual's race, color, religion (creed), sex (including sexual orientation and gender identity), pregnancy (including childbirth, lactation and related medical conditions), marital status, age, national origin (including ancestry), disability, genetic information, HIV status, or military or veteran status.

Again, while it is not possible to list all the circumstances that may constitute other forms of harassment, the following are some examples of conduct that may constitute harassment:

- The use of disparaging or abusive words or phrases, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to the above protected categories;
- Written or graphic material that insults, stereotypes, or shows aversion or hostility towards an individual or group because of one of the above protected categories and that is placed on walls, bulletin boards, email, or voicemail; and
- A display of symbols, slogans, or items that are associated with hate or intolerance towards any select group.

## **Reporting Discrimination and Harassment**

If you feel that you have witnessed or have been subjected to any form of discrimination or harassment, immediately notify the Secretary of the Company or notify any other member of the Board of Directors. On the date this Policy Against Harassment was adopted by the Board of Directors, the Secretary of the Company was Anthony Graziano whose telephone number is (561) 272-0394 and whose personal Email is [tony\\_graziano@yahoo.com](mailto:tony_graziano@yahoo.com).

Roots and Wings prohibits retaliation against any individual who, based on a reasonable belief, provides information about, complains, or assists in the investigation of any complaint of harassment or discrimination.

Roots and Wings promptly and thoroughly will investigate any claim and take appropriate action where Roots and Wings finds a claim has merit. To the extent possible, Roots and Wings will retain the confidentiality of those who report suspected or alleged violations of the policies against discrimination and harassment.

Discipline for a violation of the policies against discrimination and harassment may include, but is not limited to, a reprimand or the suspension or termination of all association with Roots and Wings' activities and operations. If Roots and Wings determines that discrimination or harassment occurred, effective corrective action will be taken to end the discrimination or harassment. As necessary, Roots and Wings may monitor any incident of discrimination or harassment to assure the inappropriate behavior has stopped. In all cases, Roots and Wings will follow up as necessary to ensure that no individual is retaliated against for making a complaint or cooperating with an investigation.