



## Harassment Policy

Mount Snow is both a resort community and a place of work. We want the workplace to be enjoyable to our staff as well as our guests, and understand that voluntary friendly behavior and camaraderie in the workplace are inevitable and, in fact, desirable. However, should you personally feel offended by some behavior, we would encourage you to inform the offending person of your discomfort and/or notify your immediate Manager of your concern. The company is not a thing, rather it is made up of people and people need to know when you are offended, if something is to be done to correct the matter.

Mount Snow does not and will not tolerate harassment. The term harassment means actions that make the workplace intimidating and adversely interfere with an individual's opportunity to advance. Harassment could be the result of unwelcome behavior, slurs, jokes or printed material relating to an individual's race, color, sex, gender identity, sexual orientation, religion, national origin, citizenship, age, physical or mental abilities.

Sexual harassment in the workplace is against the law. Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission is made, either explicitly or implicitly, a term or condition of employment; or (2) submission to or rejection of such conduct is used as a component of the basis for employment decisions, or (3) the conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Retaliation against a staff person for filing a complaint or for cooperating in the investigation of a complaint of sexual harassment is unlawful.

Examples of sexual harassment could include, but are not limited to: sexual advances; suggestive or lewd remarks; unwelcome hugs, touches, kisses; requests for sexual favors; sexually-oriented posters, cartoons or drawings; sexual jokes and banter.

If you believe that you are being harassed because of your race, color, sex, sexual orientation, gender identity, religion, national origin, citizenship, age or physical or mental disabilities by another staff member, notify your Manager immediately. The Manager will immediately notify the Human Resources Director or Staff Attorney. The Human Resources Director or her designee will investigate the matter. Upon completion of the investigation, a determination of facts will be filed. When appropriate, disciplinary action will be taken. However, the rights and privacy of all involved will be protected to the best of Mount Snow's ability. Therefore, confidentiality is a prerequisite of any investigation.

Finally, we want to emphasize that, as acknowledged earlier, our guests are here to have fun. Normal human relationships usually prevail; however, sometimes a staff person can offend guests and indeed guests can offend staff members, so, once again, please inform your Manager immediately of any offensive behavior.

If you cannot discuss the matter with your Manager, or if your complaint is not being handled properly, please inform: Thorin Magbie, Director of Human Resources (x 4324 or 802-464-4224).

Or you may contact the State of Vermont Attorney General's Office, 109 State Street, Montpelier, VT (802-828-3171); and/or the Equal Opportunity Commission, 1 Congress Street, Boston, MA 02114 (617-565-3200).

**VIOLATION OF THIS POLICY WILL BE ADDRESSED BY MOUNT SNOW AND MAY SUBJECT A STAFF MEMBER TO DISCIPLINARY ACTION, UP TO AND INCLUDING IMMEDIATE DISMISSAL.**

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