

DEAD BIRD BREWING COMPANY CODE OF CONDUCT

Dead Bird Brewing Company is committed to providing an inclusive environment, free of discrimination, where all people regardless of race, religion, ethnicity, age, experiences, backgrounds, and identities, are treated with respect and dignity. We do not tolerate offensive, abusive, or harassing behaviors and we ask the public, suppliers, partners, and staff to respect these values.

The field of brewing has not always welcomed women, LGBTQIA+, BIPOC, and others, as it should. We have always fostered an environment and culture where not only are we inclusive of all identities but we work to change the narrative in other breweries.

This environment and culture of positivity and acceptance is not only applicable to our day to day but in our hiring practices, our internal programs, our collaborations, our community support, and our development of programs passionate to our staff and community.

Dead Bird Brewing Company promises to maintain a work culture and environment that is free of unlawful discrimination and harassment. There is zero tolerance for any hate, violence, or discrimination based on race, gender, religion, physical or mental disability, orientation, conviction record, age, political affiliation, or veteran status. For example, any sexual harassment in any form is a violation of our code of conduct and is a form of misconduct which is strictly prohibited.

Any workers who believe they have been victims of discrimination or harassment by anyone including supervisors, co-workers, customers, clients, or visitors should report to a member of leadership or a trusted third party that is accessible at the account: dbconduct@gmail.com. If the situation deserves further action we will then be working with a third party HR Representative to deal with the matter.

Dead Bird Brewing Co. pledges to:

Foster and maintain a work culture that does NOT accept any form of hate, discrimination, or offensive comments based on religion, race, age, ethnicity, gender, conviction record, veteran status, or disability.

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Not tolerate any form of sexual harassment, abuse, or assault (verbal, physical, or written) and address any reports of misconduct with co-workers, partners, or member of the public, promptly, thoroughly, and fairly.

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Strive to create a positive impact in our community and increase opportunities for all. This includes correcting any violations of our values brought to our attention and resulting in training, reprimand, suspension, and/or termination of employment.

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Provide a safe, professional, and collaborative work environment for all staff, where they can thrive and grow. We reserve the right to end business with anyone who disrespects, harasses, or discriminates against a member of the team.

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Provide a safe environment for all patrons and partners. Alcohol can at times be misused as a tool to escalate violence including sexual violence and there is zero tolerance for this. All staff are trained to interrupt any abuse of alcohol that can lead to assault or harmful behaviors.

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Abide by all local, state, and federal laws.

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Above all, treat everyone with kindness and mutual respect.

We encourage our partners, supporters, and patrons to join us in this pledge and to respect and follow this code of conduct with us. Our values and company culture drive us to be better for each other and our community. We have high hopes for the future of this industry and together we can move forward into an environment of inclusivity, growth, positivity, and innovation.

