

code of conduct

Smartmouth is dedicated to providing a harassment-free experience for everyone, regardless of race, color, religion, sex (including sexual orientation, gender identity, pregnancy, or related medical condition), marital status, national origin, age, disability, military or veteran status, genetic information, or any other basis prohibited by federal, state, or local laws. We do not tolerate harassment or discrimination of employees, customers, or vendors in any form. This applies to all employees, vendors, and customers while on company property, on company time, and at company-sponsored events.

Expected Behaviors / Creating a Safe Environment:

At Smartmouth Brewing Co, we believe in treating others with dignity while creating a safe and positive environment for all. We expect all employees, customers, vendors and guests on our property to be kind, respectful and accepting of all people.

Smartmouth is an Equal Employment Opportunity Employer. We evaluate and relate to all applicants and employees without regard to race, color, religion, sex (including sexual orientation, gender identity, pregnancy, or related medical condition), marital status, national origin, age, disability, military or veteran status, genetic information, or any other basis prohibited by federal, state, or local laws. We intend to make all reasonable accommodations required by law for qualified persons with disabilities. We take the EEO policy seriously and will ensure that no one is subjected to unlawful discrimination or harassment.

Unacceptable Behaviors:

No form of harassment will be tolerated. Harassment includes any oral, written or physical interaction that intimidates, humiliates, or shows hostility toward another based on the characteristics noted above. It also encompasses sexual harassment – physical or verbal, explicit or veiled. Some explicit examples are the following:

- Belittling, or subtle expressions of bias
- Verbal, physical, or written abuse or assault
- Bullying, intimidation, or victimization
- Physical contact and simulated physical contact (eg, textual descriptions like “*hug*” or “*backrub*”) without consent or after a request to stop.
- Discrimination
- Deliberate rudeness or intimidation
- Stalking

Violations of this Code of Conduct:

Smartmouth has an internal Employee Relations Committee (ERC) to handle internal reports of violations. The ERC will investigate each matter brought before it and apply the appropriate disciplinary action, as warranted. In addition, any guest, vendor, or visitor that violates Smartmouth’s Code of Conduct will be asked to leave, and potentially, barred from returning.

Any guest, vendor or visitor who has an issue with our staff may report the incident to us via the email address below. All reports of violations of this Code of Conduct will be acknowledged and handled by the Smartmouth ERC.

FOR INQUIRIES, KINDLY CONTACT US AT:



757.624.3939



www.smartmouthbrewing.com



info@smartmouthbrewing.com



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