



Triangle Aquatics, LLC

Equal Opportunity and No Harassment Policy

Triangle Aquatics, LLC is an Equal Opportunity Employer. Triangle Aquatics does not and will not tolerate discrimination on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, citizenship, age, or handicap.

The Triangle Aquatics Organization does not and will not tolerate harassment of employees, prospective employees, customers, vendors, or anyone else that a Triangle Aquatics employee comes in contact with as a result of their Triangle Aquatics employment. The term "harassment" includes, but is not limited to, slurs, jokes and other verbal, graphic, or physical contact relating to an individual's race, color, sex, religion, national origin, citizenship, age, or handicap. "Harassment" also includes sexual favors, unwelcome or offensive touching, and other verbal, graphic, or physical conduct of a sexual nature.

Violation of this policy will subject an employee to disciplinary action, up to and including immediate discharge. Please take note that violation of these policies may expose Triangle Aquatics, LLC and yourself as an individual to civil penalties or claims for damages.

If you feel that you are being harassed or discriminated against in any way by a co-worker, customer, or vendor, you should make your feelings known to your supervisor immediately.

Reported matters will be thoroughly investigated, and where appropriate, disciplinary action will be taken up to and including dismissal of the offending employee. Please understand that investigations will include interviewing all potential witnesses. Management will seek to maintain discretion and confidentiality in the investigation process. No employee will be penalized in any way for reporting improper conduct.

Please do not assume that the organization is aware of your problems. It is your responsibility to bring such complaints and concerns to our attention so that we can help resolve them.

I acknowledge that I have received a copy of the Triangle Aquatics, LLC "No-Harassment Policy" and that I have read and understand it.

Name (Print): _____

Date: _____

Signature: _____