

# Backslope Brewing

## Code of Conduct

Our mission is to provide an environment where everyone can enjoy their work and connect with people.

In order to support our mission we expect everyone connected to or representing our business, or physically at our business, to act in ways that support our mission. We value positive and inclusive language, empathetic and supportive actions, and kindness.

We appreciate all our employees, customers, vendors, and community members. We provide a space that is open and welcoming which means we will not tolerate harassment in any form, disrespectful communication, or any actions or language intended to exclude or demean others.

In both words and actions, we will create a welcoming and inviting space where everyone is treated with respect. This means we expect everyone to use respectful communication. We will not tolerate yelling or verbal abuse, which includes name-calling, demeaning language, or jokes made at the expense of someone else, and may refuse service to anyone who engages in this conduct.

Employees engaging in disrespectful communication will receive a verbal warning but we will also engage them in conversations intended to outline and highlight respectful ways of communicating. If an employee continues to engage in disrespectful communication after a verbal and written warning we will terminate employment.

We give permission to any employee, customer, vendor, or community member to let each other know if any language or action makes them uncomfortable and expect that assertion be treated respectfully and language or actions to be altered. There does not have to be agreement about whether something is unacceptable when it makes another person uncomfortable, we will choose to respect that person and change our language or behavior.

We acknowledge that even when we do not intend to be disrespectful, such as when we are joking, our words may not be heard the way we intend, and we will understand without retaliating and adjust our language when another person asks us to do so.

We expect that anyone who wants to address another's behavior or language also does so with respect and with discretion as the purpose is to allow each other to adjust not to shame or embarrass.

We will work to continually improve our environment and management and we will engage in trainings and discussions focused on improving ways of communicating and addressing concerns. All managers agree to support staff and model expected behavior regarding respectful communication.