



Anti-Harassment Policy

One of Bonaloop's core values is commitment to each other, and we are committed to consistently providing a discrimination & harassment-free work workplace. We embrace our differences here at Bonaloop and discrimination and harassment of any sort towards employees, managers, Loopers, Patrons, or anyone else associated with Bonaloop is **strictly prohibited and can lead to suspension and/or immediate termination from working for Bonaloop**. Discrimination & harassment may be based on any the following, however this list is not exhaustive:

- Race, nationality, ethnic origin, or skin color
- Gender identification and/or sexual orientation
- Religious or political association
- Disability, illness, sensory impairments, or learning difficulties
- Social disadvantages/conditions
- Age
- Pregnancy/maternity/paternity

As always, we encourage you to lead by example, and be aware of those around you.

Please refrain from comments, gestures, or actions that could potentially harm another person.

Any incidents pertaining to the above will be taken with extreme seriousness.

All harassment charges are reviewable by an appeals board. To have your charge reviewed, please reach out to appeals@bonlaoop.com with the date of the job, the job ID number and your Looper ID number. Thank You!