

LIONS OF MICHIGAN MD 11, INC.

DISCRIMINATION/HARRASSMENT POLICY

Lions of Michigan MD 11, Inc. is committed to providing a work environment that is free of unlawful discrimination. In keeping with this objective, Lions of Michigan MD 11, Inc. maintains a strict policy prohibiting unlawful harassment, including harassment based on any of the following categories: race, color, religion, sex, marital status, sexual orientation, pregnancy, disability, national origin, ethnicity or ancestry, age, or any other protected category.

In particular, sexual harassment is defined as any unwelcome conduct that would not have occurred but for the employee's gender, including but not limited to sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that 1) has been made either explicitly or implicitly as a term or condition of an individual's employment or 2) is used as a basis for employment decisions such as promotions and benefits affecting such individual and other offensive behavior directed toward an employee because of or on account of his or her gender, which substantially interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Other unwelcome sexual conduct in the workplace, whether physical, written, verbal or electronic, committed by anyone covered by this policy or guests also are prohibited. This includes, for example, offensive sexual flirtation, advances, propositions, abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually suggestive objects or pictures. An individual's claim that he or she "meant no harm", "did not mean to offend anyone", or intended the statement as a "joke" will not be a defense to a complaint of such inappropriate behavior. This policy applies to conduct which occurs in the workplace and also extends to conduct which occurs at any location that can be reasonably regarded as an extension of the workplace.

In addition to sexual harassment, Lions of Michigan MD 11, Inc. also prohibits all forms of harassment on any basis prohibited by discrimination laws, such as race, color, religion, sex, marital status, sexual orientation, pregnancy, disability, national origin, ethnicity or ancestry, age, or any other protected category. While it is not easy to define precisely what harassment is, it certainly includes slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing,

and other similar verbal, written, or physical conduct.

Any employee or Lion who believes he or she has been or is being harassed by a coworker, supervisor, or agent of Lions of Michigan MD 11, Inc. should immediately report the facts of the incident(s) and names of the individuals involved to his or her supervisor or, in the alternative, to the Council Chairperson, a District Governor, or the Executive Director. Employees who report harassment, in good faith, should not fear any reprisal (also, refer to whistleblower policy). All employees should also immediately report any incidents of harassment they witness to a management representative.

After a report of harassment is received, an investigation by management will be undertaken promptly. Any supervisor, agent, or other employee who has been found by Lions of Michigan MD 11, Inc., after investigation, to have harassed another employee in violation of this policy will be subject to discipline that may range from a warning up to, and including, termination.