

YOUNG ENTREPRENEURS SOCIETY INC.

SEXUAL HARASSMENT POLICY

In order to provide a productive and pleasant working environment, it is important that we endeavor to maintain a workplace characterized by mutual respect and professionalism. Sexual harassment will not be tolerated.

Prohibited Activities

Sexual harassment has been defined as a form of sex discrimination, consisting of unwanted sexual advances. Examples of prohibited sexual harassment include:

- Supervisors or managers explicitly or implicitly suggesting sex in return for a hiring, compensation, promotion or retention decision.
- Verbal or written sexually suggestive or obscene comments, jokes, or propositions.
- Unwanted physical contact, such as touching, grabbing, or pinching.
- Displaying sexually suggestive objects, pictures, or magazines.
- Continual expression of sexual or social interest after an indication that such interest is not desired.
- Conduct with sexual implications when such conduct interferes with the employee's work performance or creates an intimidating work environment.
- Suggesting or implying that failure to accept a request for a date or sex would adversely affect the employee in respect to a performance evaluation or promotion.

Harassment by Non-employees

We will endeavor to protect employees, to the extent possible, from reported harassment by non-employees such as visitors, customers, students, alumni, vendors and other parties who have workplace contact with our employees.

Complaint Procedure

A YES employee who feels that he or she has been harassed is strongly urged to immediately bring the subject to the attention of their supervisor or to the Board of Directors. Inquiries and/or complaints will be investigated as quickly as possible. All investigations will be conducted in as confidential manner as is compatible with a thorough investigation of the complaint.

Discipline

Any employee found to have harassed another employee or applicant for employment will be subject to appropriate disciplinary procedure action, including reprimands, suspension, or termination of employment. A person committing sexual harassment may also be held legally liable for his or her actions under applicable law.