

To: The Community of Kenmore Barbell & Fitness

Effective: August 24th, 2020

### Kenmore Barbell & Fitness Three Strike Policy

In order to maintain a “third place” environment at KBAF we have implemented a Code of Conduct as of August 24th, 2020. To successfully enforce these expectations we will use this Three Strike Policy to ensure transparent, swift, and fair protocol towards handling breaches of the Code of Conduct.

Strike	Breach of Conduct (including but not limited to)	Consequence
1	<ul style="list-style-type: none"><li>1st report of verbal harassment (belittling criticism, bullying, insults based on target's <a href="#">protected characteristics</a>)</li></ul>	Verbal warning and/or recording of incident on file via the Harassment Complaint Form.
2	<ul style="list-style-type: none"><li>2nd report of verbal harassment (belittling criticism, bullying, insults based on target's <a href="#">protected characteristics</a>)</li><li>1st report of verbal or non-verbal <a href="#">sexual harassment</a></li></ul>	Secondary verbal warning and incident recording via the Harassment Complaint Form.  Temporary suspension possible based on severity of incident.
3	<ul style="list-style-type: none"><li>3rd report of verbal harassment (belittling criticism, bullying, insults based on target's <a href="#">protected characteristics</a>)</li><li>2nd report of verbal or non-verbal <a href="#">sexual harassment</a> or report of physical sexual harassment.</li></ul>	Temporary suspension and/or immediate termination of employment or membership services.