

## Policy Prohibiting Harassment & Discrimination

**Source: Fabiano Brothers Employee Handbook, Section 2**

At Fabiano Brothers, we expect everyone to treat each other with respect, dignity, and courtesy. Harassment or discrimination of any kind is not allowed—this includes comments, jokes, gestures, or messages about someone's race, color, religion, gender, age, disability, marital status, veteran status, or any other protected characteristic.

Harassment can be verbal, written, physical, or online—through email, text, social media, or any other form. This includes slurs, nicknames, negative stereotypes, threats, intimidation, hostile jokes, etc.

Violating this policy can lead to discipline, up to and including termination. If you experience or witness harassment, report it to a supervisor or HR immediately. Retaliation against anyone who reports or participates in an investigation is not tolerated.

**We all have the right to work in an environment that's respectful and free from discrimination or harassment. That means:**

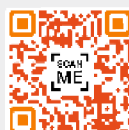
**No jokes, comments, or remarks about someone's race, gender, age, religion, disability, or any other personal characteristic. Even if you think it's 'just a joke,' if it could offend someone, don't say it.**

**Keeping our workplace respectful and safe is everyone's responsibility!**

**LIFE CAN BE TOUGH, BUT GETTING HELP IS SIMPLE!**

**Ulliance**  
Enhancing People. Improving Business.

Contact Ulliance—they're here to help!  
Call 800.448.8326 or click LifeAdvisorEAP.com.  
This confidential service is FREE for  
Fabiano Brothers employees and their families.



**SAFE +  
SOUND  
WEEK  
2025**