**ZERO TOLERANCE POLICY**

**DriverDo, LLC dba DRAIVER will not tolerate the following by employees, customers, vendors or independent contractors:**

**a) Discriminatory behavior**

Discrimination refers to treating people differently, negatively, or adversely

because of one or more of the following prohibited grounds of discrimination:

race, color, ancestry, place of origin, political belief, religion, age, sex, sexual

orientation, marital status, family status, physical or mental disability, or pardoned

criminal conviction.

 **b) Personal harassment**

Personal harassment includes objectionable conduct, comment, or display made

on either a one-time or continuous basis that demeans, belittles, or causes personal

humiliation or embarrassment on the part of the recipient. It may or may not be

linked to discriminatory behavior.

 **c) Sexual harassment**

Sexual harassment refers to any conduct, comment, gesture, or contact of a

sexual nature, whether on a one-time basis or a series of incidents, that might

reasonably be expected to cause offence or humiliation or that might reasonably

be perceived as placing a condition of a sexual nature on employment, an

opportunity for training or promotion, receipt of services, or a contract.

Examples of behavior that can constitute sexual harassment include, but are not

limited to:

o unwanted touching, patting or leering

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o sexual assault

o inquiries or comments about a person’s sex life

o telephone calls or any other communications with sexual overtones

o gender-based insults or jokes causing embarrassment or humiliation

o repeated unwanted social or sexual invitations

o inappropriate or unwelcome focus/comments on a person’s physical

attributes or appearance

 **d) Bullying**

Bullying is behavior intended to attack and diminish another by subjecting the

recipient to unjustified criticism and trivial fault-finding, humiliating the recipient

(especially in front of others), and/or ignoring, overruling, isolating and excluding

the recipient. If from a superior, bullying may include setting up the recipient for

failure by setting unrealistic goals or deadlines, or denying necessary information

and resources; either overloading the recipient with work or taking all work away

(sometimes replacing proper work with demeaning jobs); or increasing

responsibility while removing authority.

 **e) Abuse of authority**

Abuse of authority refers to an individual improperly using the power and

authority inherent in a position to endanger a person’s job, undermine the

performance of that job, threaten the person’s economic livelihood, or in any way

interfere with or influence a person’s career. It is the exercise of authority in a

manner that serves no legitimate work purpose and ought reasonably to be known

to be inappropriate. Examples of abuse of authority include, but are not limited to,

such acts or misuse of power as intimidation, threats, blackmail, or coercion.