



NON-DISCRIMINATION AND ANTI-HARASSMENT POLICIES

Pulse Percussion is committed to an environment that is free of discrimination and harassment, including sexual harassment. All individuals should be aware of how their personal opinions and behaviors can affect others and in some instances, create a harassing and hostile experience. Moreover, all individuals should treat each other with dignity and respect. To this end, Pulse requires that all Ensemble members, Ensemble Staff, Volunteers & Board Members adhere to the policies and guidelines set forth herein, below.

NON-DISCRIMINATION POLICY

Discrimination is adverse treatment of any individual based on their said protected attribute, rather than on the basis of his/her individual merit. Pulse Percussion is proud of its diversity. It attracts members, staff and volunteers from many different backgrounds. Therefore, it is our policy to provide a safe and protected environment for all persons regardless of age, race, color, religion, sex, national origin, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

ANTI-HARASSMENT POLICY

Harassment is unwelcome or unwanted conduct, whether verbal, physical or visual, toward an individual because of his or her age, race, color, religion, sex, national origin, creed, disability, political views, Veteran's status, sexual orientation, gender identity or gender expression, when the conduct creates an intimidating, hostile or offensive environment. Examples of harassment include words, gestures, stories, jokes or nicknames that are derogatory, demeaning or insulting to a person based upon his or her protected attribute as stated above.

Sexual harassment or gender-based harassment is a form of harassment that is when anyone, of any sex, sexual orientation, gender identity or gender expression, ties conditions to a request or demand for sexual favors. Specifically, it is sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct by an individual is used as the basis for decisions affecting that individual, or (2) such conduct has the purpose or effect of unreasonably interfering with an individual's experience by creating an intimidating, hostile, or offensive environment.

Examples of sexual harassment include (1) offensive sexual-oriented verbal kidding, teasing or jokes, (2) repeated unwanted sexual flirtations, advances or repositions, (3) continued or repeated verbal abuse of a sexual nature, (4) graphic or degrading comments about a person's appearance or sexual activity, (5) offensive visual conduct, including leering, making sexual gestures, the display of offensive sexually suggestive objects or pictures, videos cartoons or posters, (6) unwelcome pressure for sexual activity, (7) offensively suggestive or obscene letters, notes or invitations, or (8) offensive physical contact such as patting, grabbing, pinching, or brushing against another's body.

This behavior violates Pulse Percussion policies even when it does not constitute a violation of law. If at any time an attendee believes he or she has been a victim of or witness to a crime, report the incident to the police directly.

Discrimination, harassment, and sexual harassment are unacceptable at Pulse Percussion related events. This includes but is not limited to, all Pulse Percussion/POW practices, any performance/competition in which Pulse Percussion/POW Percussion is performing, any event organized by Pulse Percussion, Inc., all travel related to Pulse Percussion/POW Percussion, and staff and board meetings.

As it relates to WGI Championships in Dayton, Ohio, these policies and procedures are in place from the time any Pulse/POW members, staff and volunteers enter the airport until the time they return from their trip. This includes, flights, bus rides, time at practice sites, time at performance sites, meals, and time at lodging sites.

There are professional boundaries in place that staff and volunteers need to adhere to when it comes to members. Staff and volunteers need to be mindful of the fact that we need to create a safe environment for members. This is especially important when it comes to lodging. Staff and volunteers are expected to adhere to these policies at all times during Pulse Percussion travels.

Reporting

Everyone can help assure that Pulse Percussion and all related events are free from discrimination and harassment. Our hope is that any person who finds another's conduct unwelcome will inform that individual. We understand this might not always be possible. Therefore, all are encouraged to report conduct they feel is in violation of these policies directly to any member of the Pulse Percussion Board of Directors or Staff. Moreover, any Board Member or Staff who is aware of or who receives a report of conduct inconsistent with these guidelines is to report immediately to the Pulse Percussion Board Operating Committee. These guidelines do not require reporting harassment or discrimination to, or confronting, any person responsible for the harassment or discrimination. If an incident occurs that is in violation of the law, the police will be notified directly.

Investigation

The Pulse Percussion Board Operating Committee will promptly investigate and make recommendations to the full Board of Directors regarding all reports describing conduct that is inconsistent with these policies, and respond to the complainant. During the investigation, confidentiality will be preserved to the extent that the needs of the situation permit. Any illegal conduct will be reported to the appropriate authorities for investigation and adjudication.

Pulse Percussion Board's Operating Committee may put interim measures in place, such as a leave of absence or censure, while the investigation takes place. The Operating Committee is aware that further appropriate action by the full Board may be necessary once a report has been thoroughly investigated. The investigation may conclude in one of three ways (1) that a violation of policy occurred, (2) that no violation occurred, or (3) that it cannot be determined whether or not a violation occurred.

When an investigation reveals that a violation of these policies or other inappropriate conduct has occurred, then the Pulse Percussion Board will take corrective action. The outcome determination may include consequences, as appropriate under the circumstances. This could include dismissal, regardless of the positions held by the parties involved. The Board may remove a board member via the procedure set forth in its bylaws. The Board and its agents may also decide to ask any member or staff to leave the ensemble and ensemble related events, regardless of whether the conduct amounts to a violation of law or even a

violation of these policies.

Pulse Percussion forbids any person from making retaliation threats against any person for reporting discrimination or harassment, for assisting another person in making a report, or for cooperating in a discrimination or harassment investigation. Any person who experiences or witnesses any conduct they believe to be retaliatory should immediately follow the reporting procedures stated above.