

Zero Tolerance Policies

Harassment

Tradewind Subs is committed to providing a workplace free from all forms of harassment, discrimination, bullying, and retaliation. Every employee is entitled to a professional environment where respect and dignity are maintained at all times.

Policy Statement

Harassment of any kind is strictly prohibited, including but not limited to: Sexual harassment (verbal, physical, written, or visual conduct of a sexual nature).

Harassment based on race, gender, age, religion, sexual orientation, disability, national origin, or any other protected characteristic under federal, state, or local law.

Bullying or abusive conduct, including repeated verbal abuse, intimidation, threats, or sabotage of work performance.

This policy applies to all individuals involved in our operations: employees, educators, school partners, contractors, vendors, and any other third parties encountered during work assignments.

Retaliation is strictly prohibited against anyone who reports harassment or participates in an investigation.

Zero Tolerance Standard

Any form of harassment or retaliation will result in disciplinary action, up to and including immediate termination of employment. There are no exceptions.

Reporting

Employees who experience or witness harassment must immediately report it to Human Resources or any designated company representative. All reports will be promptly investigated, and confidentiality will be maintained to the extent possible.