

## **MILLION DOLLAR ROUND TABLE ANTI-HARRASSMENT POLICY**

It is the policy of The Million Dollar Round Table that there shall be no harassment of an employee because of his or her race, color, religion, national origin, sex, age, disability, sexual orientation, veteran status, or any other legally protected status. Such conduct can include unwelcome behavior, slurs, jokes, and other verbal or physical conduct that is based on any of these protected statuses.

MDRT established this policy long ago not simply because of legal obligations but because MDRT believes strongly that all employees should enjoy a positive work environment, where they are treated with dignity and respect.

The anti-harassment policy applies not only at MDRT's office, but at all MDRT functions. Likewise, the policy applies not only to the conduct of MDRT employees, supervisors and executives, but also to other individuals including members, volunteers, vendors and other third parties who interact with MDRT employees at work or at MDRT events.

MDRT takes its anti-harassment policy very seriously. Violations of the policy not only have a negative effect on the victim of the harassment, but can result in legal and even criminal liability for the person engaging in the harassment, including members and third parties. Any member or volunteer who violates the policy is subject to appropriate remedial action up to and including expulsion from membership and events.

If you become aware of a possible violation of MDRT's anti-harassment policy, you are strongly encouraged to bring it to the attention of the Chief Executive Officer and Human Resources Director so it may be dealt with appropriately.