



Promise of Awareness, Compassion, and Trust

- We are committed to being a safe, welcoming place where our guests can have fun in good company.
- We are committed to being a safe, respectful place to work.
- We recognize and respond to sexual harassment and assault among staff and guests.
- We believe that drinking is not an excuse for crossing someone's boundary.
- We believe in affirmative consent: Without a yes, it's a no.

Everyone in our house — staff, guest, or vendor — deserves respect, safety, and an environment free of unwanted sexual attention, whether verbal or physical.



For our guests

We will step up

- If we see you being threatened, harassed, or interfered with. If someone doesn't listen to "no."
- If you say you are uncomfortable in another person's company.
- If you ask us for help.

We will respond

- If we see someone looking at you in an unwelcome way.
- If your partner, friend, or someone you just met is behaving in a way that's making you uncomfortable.
- If we think you are unsafe.
- If we hear offensive or derogatory language.

We will act

If you feel threatened, uncomfortable, harassed, or unsafe please ask one of our staff for help. We will take your lead in how you want the situation handled. If you want us to, we will step in and stop the behavior. If the harasser won't stop, they will be told to leave and not allowed back in.



For our staff

Our establishment fosters an environment of respect, inclusion, and professionalism. We support each other, work together, and depend on each other to be successful.

- There is no place here for harassment or threatening behavior of any kind. If the harasser is an owner, a manager, a co-worker, a guest, or a vendor, it's not okay. If the target is an owner, a manager, a co-worker, a guest, or a vendor, it's not okay. No matter what someone's gender identity, sexual orientation, or role, harassment is not okay.
- We have established procedures to follow in reporting and quickly responding to harassment.
- We will conduct periodic surveys of staff so you may report anonymously and without fear.

Whether it's our team or our guests, we won't stand by. We won't look the other way. We won't tolerate harassment of any kind. We will support you and our community in having a professional and safe workplace and a safe and fun place to go out!