



Ethnic and Racial Diversity Policy

EcoAmmo is committed to providing a workplace that is safe and free from discrimination, harassment and bullying. We believe that a safe and productive workforce that promotes and celebrates diversity and inclusiveness is critical to our growth and long-term success. Mutual respect, based on open and healthy communication, is the basis of interaction between team members and clients. We will neither tolerate nor condone behaviour that is likely to undermine the dignity or self-esteem of an individual, or that creates an intimidating, hostile or offensive environment.

All employees will be treated equally, with dignity and respect through pay, opportunity, and by all other measures. We believe that individuals who are treated equally and respectfully will respond with equal respect for the office, our clients, projects, and fellow team members. This policy is inclusive of all partners, employees, applicants for employment, vendors, or clients of EcoAmmo, and pertains to issues of race, color, religion, sex, family status, sexual orientation, gender identification, national origin, ancestry, age, marital status, physical or mental disability, medical condition, or any other legally protected category, in accordance with applicable federal, provincial, and local law.

Any unwelcome action by any person, whether verbal or physical, on a single or repeated basis, which humiliates, insults or degrades will not be tolerated. "Unwelcome", for the purposes of this policy, refers to any action an individual knew, or reasonably ought to have known would not be desired by the receiver or would humiliate or intimidate. Racist, sexist, or stereotyping statements, slurs, jokes, or comments are never acceptable in a professional work environment. EcoAmmo does not tolerate discriminatory, harassing or bullying behaviour and any offender will face discipline up to and including termination of employment.

It is the responsibility of all team members not to condone or tolerate behaviour that constitutes discrimination, harassment or bullying. It is everyone's collective duty to prevent these behaviours by discouraging inappropriate activities and reporting all incidents to the owner. Any team member who believes that another employee is the subject of discrimination, sexual or personal harassment or bullying, you are encouraged to support and assist that person in reporting the matter.

If you believe that you have been the subject of discrimination, sexual or personal harassment or bullying you are encouraged to clearly and firmly make it known to the offending person that his or her actions are objectionable and must stop, and wherever possible, to attempt to resolve the issue by direct discussion with the offending person. If this does not work, or you do not feel comfortable to discuss it directly with the offending person, you should report the matter to the owner.

