

## **Boyd Gaming Anti-Harassment/Anti-Discrimination Policy**

**EFFECTIVE: 06/01/2007**

**REVISED: 01/01/2020**

It is the Company's policy to provide all team members a work environment free of discrimination and harassment, which may include actions, words, jokes or images or comments based on actual or perceived race, color, age, national origin, religion, ancestry, sex, marital status, order of protection status, military status, sexual orientation or gender identity/expression, disability, history of disability or perceived disability, pregnancy, genetic information, veteran status or any other basis prohibited by law. This policy applies to instances of discrimination or harassment committed by team members, contractors, consultants, customers, or anyone doing business with the Company. All supervisors and management staff are required to attend annual harassment awareness training. Additional training may be provided to a broader audience of team members as required by applicable state laws. All supervisors and managers are responsible for ensuring that all team members comply with this policy and that appropriate action is taken if harassment occurs in the workplace.

### **Definition of Harassment**

Harassment is defined as unwelcome conduct on the basis of actual or perceived race, color, religion, national origin, ancestry, age, sex, marital status, order of protection status, disability, military status, sexual orientation, gender identity and expression, pregnancy, or unfavorable discharge from the military that has purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

### **Definition of Sexual Harassment**

Sexual harassment is defined under the law as unwelcome verbal or physical conduct or language of a sexual nature, by a team member, customer or other person if:

- Submission to the conduct or language is made a term or condition of employment; or,
- Submission to or rejection of the conduct or language is used as a basis for making an employment decision; or,

- The conduct or language interferes with a team member's work or creates an intimidating, hostile, or offensive work environment.

### **Receiving and Investigating Complaints**

The Company has clear and effective internal procedures in place to ensure its policy of non-harassment, non-discrimination, and equal opportunity is enforced at all times. While the Company recognizes that reporting possible harassment and/or discrimination may be uncomfortable, team members are assured the Company takes these problems extremely seriously and does not, and will not tolerate its team members working under conditions of unlawful harassment or discrimination.

All charges, including anonymous complaints, will be accepted and investigated regardless of how the matter comes to the attention of the Company. Because of the serious implications of sexual harassment charges and the difficulties associated with their investigation and the questions of credibility involved, the claimant's willing cooperation is a vital component of an effective inquiry and an appropriate outcome. Team members who make a complaint in good faith will not be subject to disciplinary action even if the complaint is not substantiated.