

## **Employee Wellness Code of Professional Conduct**

The Employee Wellness program is intended to create a culture of holistic wellness through collaboration, innovative prevention and awareness opportunities. We educate and empower all participants to engage in sustainable health and wellness behaviors. We value all participants and want all to have an enjoyable and fulfilling experience while participating in the Employee Wellness program. Therefore, all participants are expected to show respect and courtesy to others throughout their participation in the program.

Employee Wellness does not welcome and will not tolerate harassment of any kind and in any form, regardless of gender, sexual orientation, disability, physical appearance, age, body size, race, nationality, or religion.

- Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, age, body size, race, religion, and the following: sexual images in the workplace, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.
- All communication between Employee Wellness staff and participants will be appropriate, professional and inclusive. Sexual and or racial language, sexual and or racial jokes and sexual imagery is not appropriate at any time.
- In all Employee Wellness activities, be on your best behavior and behave professionally. Language that supports an inclusive environment is welcomed. Harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Be kind to others. Our differences can be our strengths. Diversified thinking and experiences bring different perspectives on issues, which can be valuable for solving problems and generating new ideas.

We expect all participants to be professional and respectful. Participants asked to stop any inappropriate behavior are expected to do so immediately. Those engaging in 1) a single egregious act or 2) repeated, less severe violations of the expectations noted above will be removed from the Employee Wellness program.

If you are being harassed, notice that someone else is being harassed, or have any other concerns about anyone's conduct, please contact a member of the Employee Wellness Program, your manager, and or the County HR team.

We hope that you have a wonderful time participating in the Employee Wellness program.

Print Name

EIN or EIN+1

Signature

Date