

## **ARTICLE 29. HARASSMENT PREVENTION POLICY**

A. Each Producer is committed to maintaining a working environment that is free from unlawful harassment. In addition, each Producer is committed to complying with applicable laws prohibiting harassment in the workplace.

Upon the Union's request, a Producer shall provide the Union with a copy of its non-discrimination and anti-harassment policy, which shall include a method by which an employee can report violations of the policy.

B. In the event that an employee believes that there has been a violation of this Article 29, the employee should promptly inform the Producer or its designated representative. Should a complainant request the assistance of the Union, the Union will refer the complainant to the Producer's applicable policies and encourage the complainant to notify

the Producer. When authorized by the complainant, the Union representative shall promptly make the complaint known to a designated representative of the Producer.

Once the Producer is informed of any such complaint, the Producer shall investigate promptly. Upon conclusion of the Producer's investigation, the Producer will take action it deems appropriate and warranted.

C. Producer shall not unlawfully retaliate against any employee who, in good faith, raises a complaint or participates in an investigation pursuant to this Article 29.

D. The matters covered in this Article 29 are not subject to the provisions of Article 17.B. ("Arbitration"), other than a dispute concerning discipline or termination for an employee's violation of the Producer's policies. Producer and any individual employee may agree that any matters covered in this Article 29 are subject to arbitration pursuant to a personal services agreement to the extent permitted by law.