



HADESTOWN | PEOPLE + CULTURE

PEOPLE + CULTURE POLICIES

DIVERSITY STATEMENT

Hadestown is committed to creating a culture that embraces *difference* (including but not limited to race, ethnicity and nationality, sex and/or gender, gender identity and gender expression, sexuality, ability, religion, perspective and experience) and acknowledges and affirms individuals across the spectrum of identities and abilities.

Hadestown will prioritize diversity and belonging as company values while respecting all company members, employees, and patrons and their right to a safe and equitable experience.

NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

All Hadestown company members have the right to work in safe spaces that 1) provide equitable access to information and opportunities, 2) promote an inclusive, collaborative culture, and 3) prohibit behaviors that discriminate against or otherwise disrupt the lives of others, including bias, bullying, discrimination, and harassment.

Hadestown is committed to diversity on a full spectrum of identities and abilities and is likewise committed to creating equitable employment opportunities and experiences.

Therefore, Hadestown will not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity and expression, age, physical appearance, physical or mental ability (including HIV status), veteran status, military obligations, marital status or family composition. This policy applies to hiring, promotions, training, opportunities for advancement, and terminations and applies to all Hadestown contractors, creatives, employees, and vendors.

HADESTOWN

ANTI-RACISM STATEMENT

Hadestown is committed to being part of the transformative movement to diversify our creative landscape. Representation is necessary, though not sufficient to achieve this transformation. Hadestown recognizes racial diversity broadens and elevates the creative process. We actively support the rights of our employees, service providers, community partners, and patrons to create, work, and/or otherwise exist in racism-free spaces. Therefore,

Hadestown will not tolerate intentional or unintentional, direct or indirect, blatant or inferred acts of racism, including racial discrimination, bias, antagonism, harassment, hate speech, unauthorized investigating or tracking, or any racially motivated acts of any sort and under any circumstances. The aforementioned acts are strictly prohibited while representing Hadestown or in Hadestown workspaces.

Hadestown employees are strongly encouraged to **report any confirmed or alleged instances of observed and/or experienced racism** to the Office of People + Culture. Acts of racism, including racial discrimination, bias, antagonism, unauthorized tracking, are in direct violation of Hadestown's Anti-Racism and Anti-Discrimination Policy and will be subject to sanctioned consequences or remedies, including dismissal or termination of contract.

PURPOSE OF THE HADESTOWN ANTI-RACISM POLICY

Racism is inherently violent and destructive and has no place at Hadestown. Racism dehumanizes both targeted individuals and perpetrators and especially denies historically underserved and underrepresented individuals and groups full access to their humanity. Racism contradicts Hadestown's mission and core values.

Hadestown acknowledges the existence of present-day racial inequities and seeks to undo and redress harms caused by systemic racism that disadvantage People of Color.

Racism, and anti-Black and anti-Indigenous racism, in particular, have historically shaped policies and practices, and continue to shape individual experiences. Hadestown will work to ensure all company members know they *belong* and have *access* to opportunities that will allow them to realize their potential.

Likewise, Hadestown recognizes that it is not enough to simply say *racism is not acceptable*. Therefore, Hadestown will take measurable steps outlined below to collectively advocate for and allocate resources towards achieving racial equity while taking a firm and audible stance against racial inequity.

Hadestown recognizes that company members are situated on a continuum of self-awareness, knowledge, and skills related to racial identity development, emotional intelligence, and the historical and societal implications of race and racism. We also recognize that bias can be unconscious or unintentional; however, all company members are expected to be conscientious, mindful, and intentional in their dealings with others, treating all individuals with human dignity and respect.

HADESTOWN

OUR COMMITMENT TO COMPANY MEMBERS OF COLOR

Hadestown is committed to consistently and intimately engaging in anti-racism education and dialogue and developing anti-racism initiatives that center the needs of racially diverse groups. Anti-racism is and will remain a company-wide priority as long as racial inequity infiltrates systems and interpersonal interactions and negatively impacts members of racially diverse groups. Hadestown will emphasize anti-racism education, while simultaneously providing platforms, visibility, and voice to all company members.

Hadestown is committed to recognizing and challenging pluridimensional, multifaceted structural and interpersonal racism in all forms and of all racial and/or ethnic groups, including those of Black or African American, Hispanic and Latina/o/x, Indigenous or Native American, Middle, South, or Eastern Asian, Hawaiian Native and/or Pacific Islander, and Multi-Racial or Mixed descent or heritage.

By acknowledging the varied experiences of racially diverse groups, we expand our understanding of how racism behaves manifoldly, particularly within our specific industry. Hadestown commits to uplifting the voices of all company members of Color and will provide platforms to creatives, managers, casts, crews, and contractors to challenge systems that work against historically underrepresented groups. Likewise, we will celebrate distinct cultures by encouraging company members to authentically exist within and express their individual and collective identities.

The Hadestown leadership will:

- Seek to improve the work experiences of Black or African American, Hispanic and Latina/o/x, Indigenous or Native American, Middle, South, or Eastern Asian, and Multi-Racial or Mixed descent or heritage by providing platforms that center the experiences, concerns, and accomplishments of company members of Color, including but not limited to periodic Hadestown community dialogues and/or focus groups
- Provide racial equity training that increases awareness, challenges oppressive attitudes, and enhances the knowledge and skills necessary to navigate cross-cultural differences
- Investigate the effects of Hadestown policies, procedures, and actions on People of Color
- Allocate resources towards and encourage participation in initiatives that enhance the lives of Communities of Color

HADESTOWN

ANTI-DISCRIMINATION PROTECTIONS FOR LGBTQ+ COMMUNITIES

Hadestown is committed to creating and maintaining a company that reflects the full diversity of the communities we serve and impact. The inclusion of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) individuals, their perspectives, and experiences are vital to the tapestry of our production, our communities, and the world. Hadestown will be welcoming and inclusive to LGBTQ individuals and sustain a culture of belonging for all company members.

Hadestown will not tolerate intentional or unintentional, direct or indirect, blatant or inferred acts of homophobia, biphobia, or transphobia, including LGBTQ+ discrimination, bias, antagonism, harassment, hate speech, unauthorized investigating or tracking, or any ill-intended homophobic or transphobic acts of any sort and under any circumstances and are strictly prohibited while representing Hadestown or in Hadestown workspaces.

PURPOSE OF LGBTQ+ PROTECTIONS

More than 40 percent of lesbian, gay, and bisexual workers report experiencing employment discrimination at some point in their lives, and 90 percent of transgender workers report experiencing harassment, mistreatment, or discrimination at work or have tried to hide who they are to avoid these experiences. Unfortunately, LGBTQ+ individuals and families continue to experience discrimination in the housing market, schools, the criminal justice system, and public spaces, including restaurants, retail stores, service centers, and health care offices.

Transgender individuals face some of the highest levels of discrimination within the LGBTQ+ community. Nearly one-third of transgender employees in the United States reported being fired, denied a promotion, or not being hired because of their gender identity and expression.

Unfortunately, members of LGBTQ+ groups are still not explicitly protected from discrimination at the federal level and in 30 states. While there has been some progress from advocacy and positive rulings by some state and federal courts, in the absence of clear law, LGBTQ+ people are still vulnerable to discrimination in the workplace.

OUR COMMITMENT TO LGBTQ+ COMMUNITIES

Hadestown will provide protections for LGBTQ+ community members regardless of geographical location and subsequent federal, state, or local laws.

As such, Hadestown is committed to:

- Improving the work experiences of Lesbian, Gay, Bisexual, Transgender, Queer employees by providing platforms that center their experiences, concerns, and accomplishments, including but not limited to periodic Hadestown community dialogues and/or focus groups

HADESTOWN

- Being inclusive of LGBTQ+ diverse creatives, managers, cast, crew, contractors, and vendors while recognizing and embracing the value and benefits of LGBTQ+ diversity
- Promoting equity, inclusivity, cultural awareness, cross-cultural competence, and appropriate conduct for company members through its policies, media, resources, recruitment processes, auditions/onboarding/orientation activities, training programs, and support services by investigating the effects of HADESTOWN policies, procedures, and actions on LGBTQ+ communities
- Encouraging involvement in service activities that promote LGBTQ+ diversity and inclusivity and providing resources towards initiatives that enhance the lives of LGBTQ+ community members

DEFINITIONS OF HARASSMENT

- a. Sexual harassment constitutes discrimination and is illegal under federal, state, and local laws. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when, for example: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (ii) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include, but are not limited to: unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; leering, catcalls or touching; insulting or obscene comments or gestures; display or circulation in the workplace of sexually suggestive objects or pictures (including through email); and other physical, verbal or visual conduct of a sexual nature. Sex-based harassment — that is, harassment not involving sexual activity or language (e.g., male manager yells only at female employees and not males) — may constitute discrimination if it is severe or pervasive and directed at employees because of their sex.

- b. Harassment on the basis of any other protected characteristic is also strictly prohibited. Under this policy, harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of race, color, religion, age, national origin, disability, pregnancy, genetic information, military or veteran status, sexual orientation, gender, gender identity or expression, marital and civil partnership/union status, alienage or citizenship status, creed, genetic predisposition or carrier status, unemployment status, familial status, domestic violence, sexual violence or stalking victim status, caregiver status, arrest or conviction record to extent required by applicable law, credit history, or any other characteristic protected by law or that of his/her relatives, friends or associates, and that: (i) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (ii) has the purpose or effect of unreasonably interfering with an individual's work performance; or (iii) otherwise adversely affects an individual's employment opportunities. Harassment includes, but is not limited to: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including through posting on walls, voicemail, e-mail or social media platforms).

HADESTOWN

DISABILITY ACCOMMODATION POLICY

Hadestown is committed to complying with all applicable provisions of the Americans with Disabilities Act (“ADA”) and state and local disability laws, as applicable. Hadestown will not discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of an individual’s disability or perceived disability so long as the employee can perform the essential functions of the job. Consistent with this policy of nondiscrimination, Hadestown Company Management, and Creative teams will provide reasonable accommodations to a qualified individual with a disability who has made Hadestown aware of their disability, provided that such accommodation does not constitute an undue hardship on the Company, as determined by producers and/or the Office of People + Culture.

Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job shall contact any member of the company management or general management team. Hadestown encourages individuals with disabilities to come forward and request reasonable accommodation(s).

Procedure for Requesting an Accommodation

On receipt of an accommodation request, a member or members of company or general management team will meet with the individual requesting an accommodation to discuss and identify the precise limitations resulting from the disability and the potential accommodation that Hadestown might make to help overcome limitations.

Hadestown producers will determine the reasonableness of the requested accommodation and, if the requested accommodation is reasonable, consider various factors to determine whether it would impose an undue hardship on the operation of the production, including, but not limited to the nature and cost of the accommodation, the availability of tax credits and deductions, outside funding, Hadestown’s overall financial resources and organization, the accommodation’s impact on the ability of other employees to perform their duties, and on Hadestown ability to conduct business.

Hadestown’s Company Manager will inform the employee of its decision on the accommodation request. If the accommodation request is denied, employees will be advised of their right to appeal the decision to Hadestown’s Office of People + Culture¹ by submitting a written statement explaining the reasons for the request. If the request for appeal is denied, that decision is final. The law does not require Hadestown to make the best possible accommodation, to reallocate essential job functions, or to provide personal use items (i.e., eyeglasses, hearing aids, wheelchairs, etc.).

An employee or applicant who has questions regarding this policy or believes they have been discriminated against based on a disability should notify The Office of People + Culture. All such inquiries or complaints will be treated as confidential to the extent permissible by law.

IDENTIFICATION AND COMPLAINTS

While bias can be unconscious and/or unintentional, Hadestown is fully committed to identifying and confronting systemic and interpersonal incidences of bias. Furthermore, Hadestown vows to confront inequities and the impact they have on company members and production through the implementation of reporting protocols. Reports of bias, bullying, discrimination, and/or harassment will be addressed as follows in accordance with Hadestown's Anti-Racism and Anti-Discrimination policy.

¹The Office of People + Culture (OPC) is directed by an external consulting firm, Smith-Soeder Enterprises, LLC.

HADESTOWN

SCOPE OF POLICY

The Anti-Racism and Anti-Discrimination policy applies to all HADESTOWN creatives, employees, contractors, vendors, individuals seeking to work or volunteer at the HADESTOWN, service providers, community partners, and visitors operating on HADESTOWN grounds or acting on behalf of or representing HADESTOWN.

PROCEDURES

How to report

The Office of People + Culture (OPC) will receive and review all reports of actual or suspected bias, discrimination, and/or harassment. (The Office of People + Culture is managed and operated by Smith-Soeder Enterprises, LLC, a third-party consulting firm).

An Office of People + Culture designee will conduct an initial review and assessment of the complaint to determine the appropriate course of action and may exercise discretion to determine an appropriate responsive process based on the facts and circumstances. Individuals are encouraged to make a report as soon as possible following an alleged incident of bias, bullying, discrimination, or harassment. Though there is no statute of limitations for reporting prohibited conduct under this policy, HADESTOWN's ability to respond may diminish over time as evidence erodes and memories fade. Likewise, outcomes may be governed by federal, state, and local statute of limitation laws.

- Incident Reports can be made by phone, email, and/or on the online **Incident Reporting Form**.
 - If an immediate threat of physical harm to any person or property or medical attention is required, Company members should call 911. Additionally, if you believe a crime has occurred, you are encouraged to contact the local police department.

Responding To Reports

Reported incidents of bias, bullying, discrimination, or harassment involving any combination of creatives, managers, employees, and/or contractors will be reviewed and assessed in cooperation with the Office of People + Culture. All reported incidents will be guided by the OPC and are subject to review by HADESTOWN's General Counsel upon escalation. Options for resolution include, but are not limited to:

- **Level 1 Resolution:** Restorative Justice® practices and/or the development of a continuing education plan with measurable outcomes facilitated by the Office of People + Culture designee in cooperation with all parties, including the respondent(s).
- **Level 2 Resolution:** Escalation including investigation and determination by the OPC designee or assignment of a designated individual(s) to investigate the complaint and determine an appropriate response.
- **Level 3 Resolution:** Following an initial review and evaluation of the complaint, the People + Culture representative will refer it to other applicable Company offices to carry out disciplinary procedures. Likewise, the Office of People + Culture designee has the discretion to close a matter if claims cannot be substantiated. The OPC designee will submit all determinations including a written summary of findings with signatures obtained by all appropriate units, including People + Culture. Parties will be notified of determinations and referred to resources that may be available to both the complainant and the respondent.

HADESTOWN

Interim Measures

When Hadestown management is alerted by the Office of People + Culture of a reported incident of bias, bullying, discrimination, or harassment, it will assess the allegations to determine whether interim measures pending resolution of the matter are appropriate.

- The OPC designee will work with the appropriate unit to initiate interim actions, accommodations, or protective measures as necessary to safeguard involved parties and the broader Hadestown community. Such interim actions, accommodations, and protective measures are available to the complainant, respondent, and others adversely impacted by the complaint resolution process, if requested and reasonably available.
- Hadestown management with the OPC will determine which measures are appropriate on a case-by-case basis. Such measures are based on the findings and circumstances of each case. To request an interim action or protective measure, individuals should contact the OPC designee.

Level 1 Resolution Option

If the complainant, the respondent, and Hadestown all agree to pursue a Level 1 Resolution, the OPC designee will attempt to facilitate a resolution that satisfies the affected party(ies). Level 1 Resolutions may involve the imposition of sanctions on a respondent with restorative individual and community remedies that adequately address the concern(s) of the complainant while preserving the rights of the respondent and the overall intent of Hadestown to stop and prevent inequities and Anti-Racism and Anti-Discrimination Policy violations.

- The OPC designee will objectively hear and record the details of the case and will aid in the resolution of problems in a non-adversarial manner.
- Under the Level 1 Resolution process, the OPC designee will only conduct such fact-finding as is useful to resolve the conflict and as is necessary to protect the rights and interests of the parties and the Hadestown community.
- Neither Hadestown nor the OPC designee will attempt to compel a complainant or respondent to engage in mediation, directly confront the other party, or participate in an informal resolution process.
- Participation in Level 1 Resolution processes is voluntary and complainants and respondents have the option to discontinue the process at any time in lieu of a formal complaint process.
- At any point during a Level 1 Resolution process, the complainant, respondent, OPC designee, or Hadestown has the discretion to discontinue Level 1 Resolution processes and proceed through more formal resolution processes. In such a case, the Level 1 Resolution process will cease and the formal resolution process outlined below will be invoked.

After Level 1 Resolution

- If the parties to the complaint agree in writing to the terms and conditions of a recommended resolution within any timeline set by the OPC designee, the case will be resolved without further process under this policy.
- If all parties to the complaint do not timely agree in writing to the terms and conditions of the recommended resolution (usually within 10 days), the complaint will be referred to more formal resolution processes.

HADESTOWN

- If the complaint is referred to formal resolution processes, the time spent attempting to reach a less formal resolution will not be counted as part of the sixty-day time frame discussed in the Formal Resolution Option section below.

Formal Resolution Option

Generally, the process described below will be used for formal complaint processing of prohibited racial conduct. The OPC designee will complete the complaint resolution process within 60 days unless otherwise communicated. (Timeframes may be extended depending on the circumstances of each unique case.)

Investigation

The Office of People + Culture in cooperation with the appropriate unit will designate one or more examiners to investigate the complaint. Hadestown and/or the OPC designee reserves the discretion to appoint an examiner/investigator, including qualified external entities.

- The examiner(s)/investigator(s) will conduct the investigation in a manner appropriate to the circumstances of the case; examiners/investigations may include interviews with the complainant, the respondent, and appropriate witnesses, and gathering any relevant and available evidence.
- The complainant and respondent will be given an opportunity to inform the investigator of any witnesses they believe should be interviewed, and other evidence they believe should be reviewed by the examiner(s)/investigator(s).
- The examiner(s)/investigator(s) has the discretion to assess the relevance of the proposed witnesses and/or evidence and determine the scope of the investigation. Character evidence is generally irrelevant and will not be considered in active, ongoing investigations.

Determinations and Sanctions

The Office of People + Culture designee in cooperation with the appropriate unit will adjudicate the complaint.

- Following the investigation, the adjudicators will review the information gathered by the examiner(s)/investigator(s).
- The adjudicators will apply the preponderance of evidence standard to determine whether it is more likely than not that the respondent violated Hadestown Anti-Racism and Anti-Discrimination policy.
- If the adjudicators determine that the respondent is responsible for a policy violation, the adjudicators will then assign appropriate sanctions and/or remedies.
- As part of assigning sanctions/remedies, the adjudicator(s) may request information from Hadestown regarding any previous violations of this policy by the respondent and consider such other policy violations in assigning sanctions.

Notification of Findings

- The OPC designee will communicate the decision to all parties by way of written notice within 60 days unless otherwise specified.
 - The respondent will be notified in writing of the decision and sanctions.

HADESTOWN

- The complainant will be notified in writing of the decision and sanctions that directly relate to the complainant.

SANCTIONS

The consequences of a proven breach (by a preponderance of the evidence) will depend on the level of harm and/or trauma caused to targeted groups and/or individuals. Sanctions include but are not limited to mandatory participation in Restorative Justice® practices, educational coursework, and/or disciplinary action, including dismissal, suspension, or termination of contract.

If a complaint involves evidence of criminal or illegal conduct, Hadestown will refer the matter to the appropriate law enforcement agency.

RETALIATION

Hadestown prohibits any form of retaliation against any individual because of good faith participation in reporting or otherwise expressing opposition to, suspected or alleged misconduct, or participating in any process designed to review or investigate suspected or alleged racially motivated misconduct or noncompliance with applicable policies, rules, and laws.

No employee will be adversely affected because they refused to carry out a directive that constitutes fraud or is a violation of local, state, federal, or other applicable laws and regulations.

DEFINING RACISM and ANTI-RACISM

- **Racism** consists of principles, practices, attitudes, and behaviors (including racially-motivated antagonism, prejudice, bias, discrimination, and harassment) that cause and justify oppression and an inequitable distribution of rights, opportunities, and access based on racial and/or ethnic group association.
- **Structural racism** reflects the macrosocial systems of public policies and institutional practices that work in various, often reinforcing, ways to perpetuate racial group inequity.
- **Systemic racism** can be described as structural and interpersonal racism operating both separately and jointly.
- **Anti-racism** is consistently actionable resistance and opposition to all forms of institutional and interpersonal racism including racial discrimination, bias, prejudice, and antagonism.

DEFINING HOMOPHOBIA, BIPHOBIA, TRANSPHOBIA and ALLYSHIP

- **Homophobia** includes a range of negative attitudes, feelings and/or behaviors (including discrimination, harassment, and hate crimes) toward homosexuality or people who identify or are perceived as being lesbian, gay, bisexual, transgender, or queer (LGBTQ+). It has been defined as contempt, prejudice, aversion, hatred or antipathy directed at LGBTQ+ individuals, groups, and/or lifestyles and may be based on irrational fear, ignorance, and/or religious beliefs.

HADESTOWN

- **Biphobia** or monosexism is stigma, prejudice, and discrimination toward those who are bisexual. Biphobia can also be described as an aversion toward bisexuality and bisexual individuals and can take the form of denial that bisexuality is a genuine sexual orientation, or of negative stereotypes about people who are bisexual. Other forms of biphobia include bisexual erasure.
- **Transphobia** includes fear, aversion, hatred, violence, anger, or discomfort felt or expressed towards people who do not conform to social gender expectations.
- **Allyship** is a long-term process and continual investment of time and resources in support of marginalized or oppressed groups. Allyship involves accountability and the prioritization of education and advocacy for the cause of equity and social justice.

DEFINING BIAS, DISCRIMINATION, and HARASSMENT

- **Bias** is a preconceived negative opinion or attitude in favor of or against one thing, person, or group of people who possess common physical characteristics or cultural experiences compared with another, usually in a way considered to be unfair.
- **Discrimination** is the prejudicial treatment of others or the act of treating others differently and unfavorably based on prejudicial or unjustified distinctions in policies, laws, or treatment, usually based on race, ethnicity, nationality, class, caste, religion, belief, sex, gender, language, sexual orientation, gender identity, sex characteristics, age, health or other statuses.
- **Harassment** (other than sexual harassment) includes verbal, visual, or physical conduct that denigrates or shows hostility or aversion to an individual because of any protected characteristic when such conduct has the purpose or effect of unreasonably interfering with an individual or third party's work performance; creating an intimidating, hostile, or offensive educational or work environment; or otherwise adversely affecting an individual or third party's employment opportunities. Harassment may include but is not limited to: verbal abuse or ridicule, including slurs, epithets, and stereotyping; offensive jokes and comments; threatening, intimidating, or hostile acts, and displaying or distributing offensive materials, writings, graffiti, or pictures. Harassment may include conduct carried out through the internet, email, social media, or other electronic means. Protected categories include age, color, disability, family responsibilities, gender identity and expression, genetic information, marital status, national origin and accent, personal appearance, political affiliation, pregnancy, *race*, religion, sex, sexual orientation, source of income, veteran's status or other factors prohibited by federal and/or local laws.
- **Hate Crimes** are qualified by the Department of Justice as crimes motivated by bias against one's actual or perceived *race*, color, religion, national origin, sex, sexual orientation, gender, gender identity or expression, ability, *age*, *marital status*, *personal appearance*, *homelessness*, or *political affiliation of a victim of the subject designated act*.
- **Bias or Hate Incidents** are acts of prejudice against a protected class that are not criminal and do not involve violence, threats, or property damage.
- **Hate Speech** is a term defined as public speech that expresses hate or encourages violence towards a person or group based on any aspect of identities, such as race, religion, sex, or sexual orientation. However, Hadestown prohibits expression that violates the law, falsely defames a specific individual, constitutes a genuine threat, violates the Hadestown Anti-Racism and Anti-Discrimination Policy, or unjustifiably invades substantial privacy or confidentiality interests. Hadestown is dedicated to open expression and the free exchange of ideas, yet also acknowledges that, while hateful speech about

HADESTOWN

groups of people may be protected, this type of expression does not align with HADESTOWN's values of inclusion and belonging for all Company members.

- **Bullying** is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior(s) that intend to cause physical, social, and/or psychological harm involving an individual or group misusing their real or perceived power over one or more persons who feel unable to prevent it from happening.

HADESTOWN

Hadestown | OFFICE OF PEOPLE+ CULTURE

THE HADESTOWN PLEDGE

DIVERSITY STATEMENT

Hadestown is committed to providing a creative and collaborative workspace that actively prioritizes diversity and belonging. Because we value our employees and the communities we educate and entertain, we will respect the unique perspectives and experiences of all stakeholders and their right to a safe and equitable experience.

PURPOSE OF THE HADESTOWN PLEDGE

The Hadestown Pledge provides clear expectations for a diverse workspace and an inclusive culture that supports the rights of Hadestown employees and consumers to enjoy creative spaces that are free from bias, discrimination, hate, and/or harassment.

As a Company member of Hadestown, your support of The Hadestown Pledge is essential in maintaining an authentic culture of belonging. *Your individual commitment will help create a collective impact.*

By signing this pledge, you commit to the following:

- I will not encourage, tolerate, or ignore direct or indirect, blatant or inferred, intentional or unintentional acts of discrimination, bias, antagonism, hate, or harassment of any sort and under any circumstances.
- I will **honor** the humanity of all Hadestown company members and will treat them with dignity and respect.
- I will **acknowledge** the rights, experiences, and perspectives of others, across the spectrum of identities and abilities.
- I will **engage** in educational experiences and activities that may broaden my understanding of systemic inequities.
- I will be an **advocate** for myself and will do my best to resolve conflict and/or restore harms committed in workspaces within the Hadestown community.

Hadestown Company Member Signature

Date