

**Diversity & Inclusion**



# If we were all the same, how boring would that be?

BATL is a workplace and event space committed to equal opportunity. BATL chooses you for hiring, training, promotion, and compensation solely based on factors such as experience, intelligence, suitability, and demonstrated performance.

We expect you to extend this inclusive attitude to your coworkers, Guests, league members, and others. Join us in welcoming everyone to throw an axe! Simply put, always remember that BATL offers open community. We must all be good to each other, being friendly hosts and co-workers.

# Welcome



**Discrimination**



# What is Discrimination?

**Discrimination** means “differential treatment” such as being denied opportunities for hiring, training, promotion, continued employment, or benefits for reasons related to the characteristics listed below rather than related to ability and performance.

Be certain you are not behaving in a way that could be considered discriminatory.

Prohibited grounds of discrimination include but are not limited to:

- racial, ethnic, socioeconomic, geographic, professional, or academic background
- sexual orientation, gender identity
- physical or mental ability
- age (exceptions: anyone on our lanes must be over age 14 per our safety protocol, and anyone we hire must be certified of age to sell alcohol)
- (non-discriminatory) religious beliefs: biology before ideology
- If you feel you or someone else is being discriminated against, contact [HR@batlegrounds.com](mailto:HR@batlegrounds.com).

# Harassment & Violence



# BATL is committed to the prevention of workplace violence and harassment.

Every employee has the right to work in a safe and healthy workplace.

BATL is committed to the prevention and management of work-related violence and harassment, including domestic violence that would likely expose our staff and Guests to physical injury in the workplace.

All of us share responsibility for fostering and contributing to a violence- and harassment-free workplace.

If you or someone else at BATL is being harassed, report the behaviour to your manager, and/or contact [HR@batlgrounds.com](mailto:HR@batlgrounds.com),

# What is harassment?

**Workplace harassment** is defined as:

- Engaging in a course of distressing comment or conduct against a worker in a workplace.
- Harassment includes a comment or conduct that is known or ought reasonably to be known to be unwelcome.

**Sexual harassment** is defined as:

- Discrimination based on the grounds of gender.
- Harassment includes suggestive remarks, sexual jokes or compromising invitations, leering or whistling, unwanted physical contact, to outright demands for sexual favours.

Workplace or sexual harassment needn't be a direct communication. Even a casual in-joke between friends could be considered harassment if overheard by someone who is threatened or offended by it. Always consider your surroundings and edit yourself: remember this is a public, working environment.

# What is workplace violence?

**Workplace violence** is defined as:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker.
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker.
- A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.



**Respectful Interaction**



# **We may not always get along, but we all must represent BATL with integrity.**

The goal is for all of us to experience friendly, considerate communication and interaction while working. This includes your co-workers, as well as our guests, suppliers, and other business partners, whether you are physically at BATL or not.

We have a comparatively casual business culture which sometimes includes playful teasing. Remember it's all about attitude and delivery. Know your audience and gauge your language and behaviour accordingly. If in doubt, it's better to just keep it to yourself.

The axe throwing community is a very huggy group. However, respect that some people are okay with touch while others require more personal distance.

# Social Media Use & Behaviour



# Represent yourself - and BATL - online as you would in person.

We would love for you to promote BATL to your networks! Always remember however that you are representing BATL and that we are a business. Whether you are online discussing BATL specifically or not, you must carry yourself in a respectful way that would not reflect poorly on you or on BATL, especially in an axe throwing forum.



**Confidentiality:** You must not comment on or disclose confidential BATL information.

**Truth & accuracy:** Ensure anything you post or discuss about BATL is factually accurate.

**Respect:** In keeping with our Core Values and IATF Code of Conduct, you are required to be respectful of all individuals and communities when interacting online, using your best judgment to post material that is neither inappropriate, defamatory, nor harmful to BATL, our employees, vendors, or Guests. Do not post jokes or derogatory comments based on an individual's gender, sexual orientation, race, ethnicity, age, religion, ability, or other discriminatory grounds.

**Reputation:** A great part of building our business is through our online community which amplifies the impact of your comments and could diminish BATL's reputation. Do not post words or images which could be perceived as pornographic, harassing, libelous, embarrassing, offensive, or defamatory to any person or entity or that can create a hostile environment or negatively impact our business.

Failure to follow these guidelines may result in disciplinary action up to and including termination.



**Reporting**



# How do I report workplace violence, harassment, or discrimination?

As soon as you are able to do so, speak directly with your General Manager or send an email to [hr@batlegrounds.com](mailto:hr@batlegrounds.com).

All reports will be treated with appropriate confidentiality. All staff who report in good faith will not receive any negative consequence. Provide as much detail as possible regarding the incident, including:

- your name and home venue.
- time and location of incident.
- names of participants (both active and observers)
- threat or language used.
- response taken.

# What is BATL's process in dealing with reports of harassment, violence, or discrimination?

Any BATL team member who has experienced or is aware of harassment, violence, or discrimination is actively encouraged to report to their manager or directly to [hr@batlgrounds.com](mailto:hr@batlgrounds.com). As a manager, you are responsible to:

- respond to each complaint promptly, escalating response time in the event a threat or incident is ongoing or expected shortly.
- interview complainant to obtain relevant incident details.
- assess the workplace to ensure the incident has stopped.
- interview any participants.
- report details of the incident to senior leadership, providing a written summary when requested and cc'ing [hr@batlgrounds.com](mailto:hr@batlgrounds.com).
- take disciplinary actions on participants as required, up to and including possible termination.

We are all responsible for providing and maintaining a working environment and event space that is safe and free from harassment, violence, and discrimination, regardless of whether it is explicit or implicit.

We are always open to hearing how we can learn and improve.

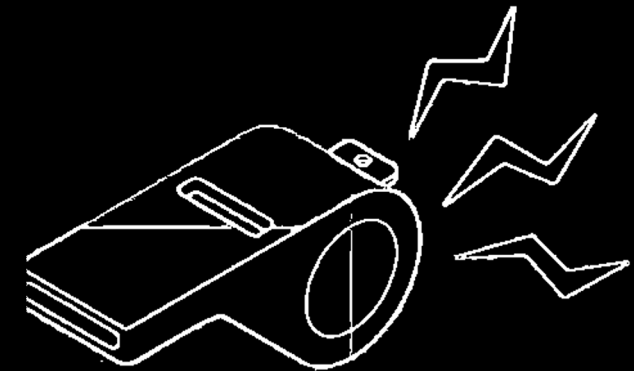
# What happens if I report an incident violating BATL policy?

Responses to BATL policy violations will aim to correct identified issues, restore positive and productive work environments, and prevent future incidents.

All reported incidents or threats of workplace violence, harassment, or discrimination will be treated seriously and handled promptly with appropriate confidentiality and in compliance with legislative requirements, up to and including possible termination.

No one will face negative repercussions or retaliation for *reporting* harassment, violence, or discrimination, or for providing information about an incident.

The only circumstance in which the outcome of reporting would be negative is in the unlikely event that someone intentionally made a false report. Disciplinary action would then be taken against the false reporter including possible termination.





# BATL Core Values



# What are “Core Values”?

- ❖ our beliefs and attitudes
- ❖ alignment, especially as we grow
- ❖ a pathway to shape who we *want* to be
- ❖ defining BATL culture to the outside world



# How will our Core Values be useful?

## HQ & Venue Staff

- Set expectations of our BATL career and day-to-day work experience
- Job postings & interview questions : filtering for culture fit
- Day-to-day decision-making and ideal behaviours
- Goal-setting & performance reviews

## League/Guests

- Set expectations of their BATL experience
- Build trust in our brand
- Ideal behaviours while at BATL

## External (example: Industry/Investors/Media)

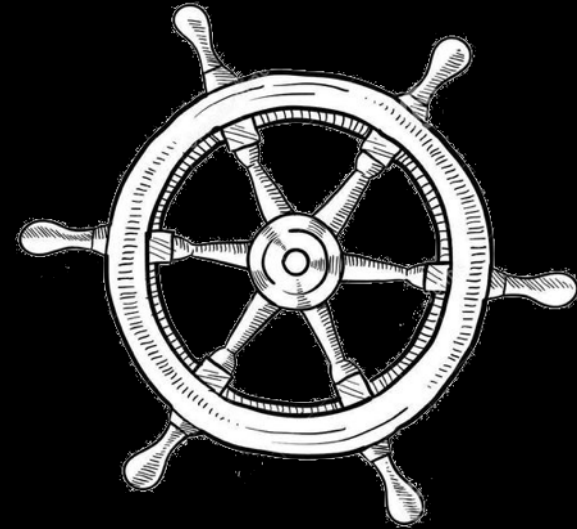
- Set expectations of who we are as a professional organization
- Build trust in our brand
- Define talking points for media, investors, municipal bodies, etc



# Our Mission Statement: the bedrock of our Values

While not exactly part of our Core Values, our Mission Statement is closely aligned with them. It served as a starting point in identifying BATL's ethos, as well as a frequent point of reference to ensure that our Core Values stay true to our overall mission.

**“Our mission at BATL is to show people the power of being good to each other, using the axe as a tool to build community.”**



# We are a COMMUNITY.

We strive to build something greater than the sum of us as individuals.

- We are generous, respectful, and lend a hand.
- We work with our neighbors, building on our successes together.
- We support each other and adapt in order to grow.



# We are **EMPOWERED.**

We take initiative. We are accountable for our actions and decisions.

- We have a sense of ownership, taking responsibility and finishing what we start.
- We behave responsibly: others' safety and well-being is our priority.
- We think beyond our own scope, anticipating what needs to be done for the greater BATL good.



# We have HEART.

We believe in what we do and are intent on sharing our love of axe throwing with the world.

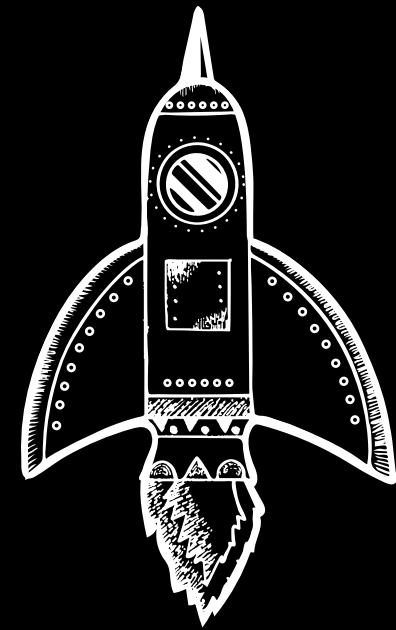
- We are scrappy, having a sense of urgency to get the job done.
- We are irreverent and don't take ourselves too seriously.
- We are unified in celebrating each other's accomplishments.



# We are INNOVATORS.

We created the sport of urban axe throwing and invention is at our core.

- We encourage ongoing development to lead our sport to new heights.
- We recognize challenges as drivers of creativity and growth.
- We push boundaries to maximize results.
- We are professionals, taking pride in delivering an unrivalled experience.

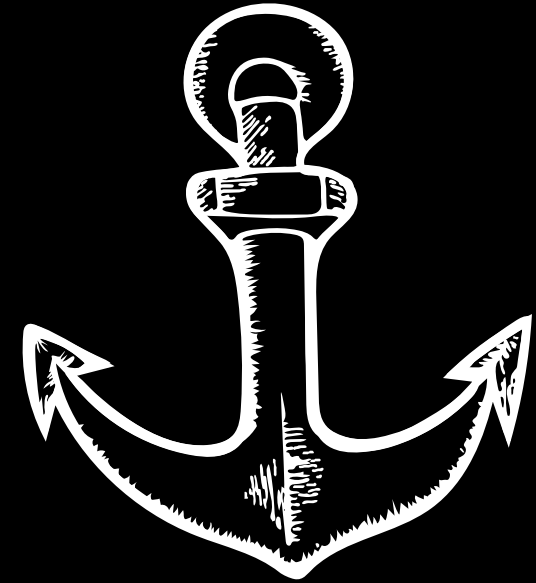




# We have INTEGRITY.

We are made stronger by living our shared Values.

- We are inclusive: be good to each other and you are welcome in our backyard.
- We are undivided in our struggles.
- We are fierce competitors and respect the rules of competition.
- We stand by our actions, values, and responsibilities.



# BATL Core Values



## **We are a COMMUNITY.**

We strive to build something greater than the sum of us as individuals.



## **We are EMPOWERED.**

We take initiative. We are accountable for our actions and decisions.



## **We have HEART.**

We believe in what we do and are intent on sharing our love of axe throwing with the world.



## **We are INNOVATORS.**

We created the sport of urban axe throwing and invention is at our core.



## **We have INTEGRITY.**

We are made stronger by living our shared Values.