

HARASSMENT AND CODE OF CONDUCT



WE ENSURE THAT OUR GYMS ARE SAFE FOR EVERYONE

Here at PureGym, EVERYBODY is welcome. This motto lies at the heart of our community. Our aim is to create a safe and positive place for everyone, no matter who they are, to enjoy the many benefits of fitness.

Safety is the cornerstone of a positive experience in our gyms. Therefore, everyone has the right to feel safe and be safe. Harassment is unacceptable and will not be tolerated in any form, by any person, at any time at PureGym. All employees, members and clients are expected to behave respectfully towards each other at all times. There are no circumstances where it is okay to intimidate or harass another person.

If a member, employee or visitor to our gym feels they have been harassed, they should speak to a member of the gym management team or email trainsafe@puregym.swiss. All incidents will be thoroughly investigated and then handled sympathetically and confidentially. The perpetrators will be banned from our gyms.

OUR POLICY

This policy applies to all persons using PureGym facilities, including employees, personal trainers, members, visitors and contractors.

It describes how PureGym defines harassment and how we deal with allegations or experiences of such incidents in our gyms.

HARASSMENT CAN BE DEFINED AS FOLLOWS

- Aggressive pestering or intimidation.

- Unwanted attention due to a personal characteristic.
- Behaviour that threatens, intimidates, alarms or puts a person in fear for their safety.
- Physical violence or direct or implied sexual harassment.
- Threatening, abusive, unwanted, offensive verbal language or behaviour.

HARASSMENT CAN LOOK LIKE THIS

- Direct: Towards someone as an individual by a person or group.
- Indirect: If you witness a situation where someone is being harassed by a person or group.
- The harassment does not have to be about you to affect you.

EXAMPLES OF HARASSMENT

There are many forms of harassment. Some examples are:

- Negative, unwanted, aggressive or derogatory comments about

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ethnic origin, culture or ethnicity.

- Comments, jokes or suggestive statements about a person's sexual orientation, gender or identity.
- Derogatory comments or actions regarding a person's abilities or physical or mental impairments.
- Exclusionary or negative comments, insinuations or mode of behaviour towards a person because of their age.
- Unfriendly, negative comments that offend or embarrass someone because of their size or fitness level.

The extent of harassment is not limited to the above examples and each case will be investigated comprehensively and individually.

EXAMPLES OF HARASSMENT IN THE GYM

Harassment can take many forms, but in a gym all of the above examples can occur through unwanted, inappropriate and unnecessary behaviour that has a negative impact on another person.

EXAMPLES OF SEXUAL HARASSMENT

There are many forms of sexual harassment. Some examples are:

- Unwanted physical contact – fondling, pinching, kissing, hugging, patting or inappropriate touching.
- Physical violence including sexual assault (as defined by the Crown Prosecution Service/Sexual Offences Act).
- Sexual comments, jokes or stories that insult or humiliate a person or group.
- Unwanted comments about a person's appearance, clothes, sexuality, age or gender in a derogatory or objectifying manner.
- Repeated unwanted flirting or flirting at an inappropriate time that could be considered damaging to a person's reputation.
- Obscene behaviour such as staring, whistling or facial expressions.

The extent of sexual harassment is not limited to the above examples and each case will be investigated comprehensively and individually.

EXAMPLES OF SEXUAL HARASSMENT IN THE GYM

Harassment can take many forms. In the gym, for example, these include:

- Unsolicited comments about another user's form or technique while training in the gym.
- Taking unsolicited photographs of another person.
- Excessive watching or staring at another person – directly or via mirrors.
- Constantly exercising next to or near another person or following them.
- Unwanted sending or sharing of private photos with another person.
- Unwanted flirting or sexual advances.
- Comments about another person's body, appearance or clothing.

WHAT TO DO IF YOU HAVE BEEN HARASSED OR IF SOMEONE HAS BEHAVED INAPPROPRIATELY TOWARDS YOU

If you feel that you have been harassed by a member, client or employee, you should discuss this directly with them where appropriate. If this is not possible or you feel uncomfortable doing so, you should report the incident to the gym management team immediately. Alternatively, you can contact our confidential support team at trainsafe@puregym.swiss. We will then initiate an investigation based on the company's guidelines, which will include the following:

1. Reporting the incident to an appropriate manager and our Member Care Team.
2. We will take a detailed statement from you about the incident.
3. We will discuss the allegations with the person against whom they have been made. This will only be done with your consent and at an appropriate time.
4. The initial statements will be discussed with the senior manager to agree on immediate action.
5. If you deem it appropriate, the member, employee or client may be suspended from the gym while the investigation is carried out.
6. We will have a detailed discussion with you and notes will be taken of the discussion.

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7. In places where we have CCTV cameras, the video footage will be reviewed.
8. Statements will be taken from witnesses.
9. All written or other evidence (texts, emails, posts on social media, etc.) will be examined.
10. If there is sufficient evidence to support the allegations, a decision will be made whether to initiate disciplinary action (employee), terminate membership (member) or, if there is insufficient evidence to support the allegations, to discontinue the proceedings.
11. The results of the discussion will be summarised in writing for all parties.
12. We will offer mediation to support both parties and resolve the conflict.
13. If the incident is referred to the police, PureGym will cooperate fully with the police in any investigation.

- A warning of a potential ban from the premises for a second offence or a serious first offence.
- Immediate ban of the member or client from all PureGym locations.
- Forwarding the incident to the police, with your consent.

Internal proceedings will remain confidential. However, the lessons learnt and evidence gathered from the incident may be used internally to train and educate employees to promote best practices in the future.

POSSIBLE OUTCOMES OF DISCIPLINARY ACTIONS AGAINST EMPLOYEES

If, following an investigation into a minor incident, it is believed that the concerned individual acted with poor judgement or committed an unintentional error, a course of instructions and education would be the appropriate measure.

However, if the investigation provides evidence that direct or indirect intentional harassment has occurred, a formal punishment will be imposed. Punitive measures will be based on the following guidelines:

- An initial written warning for a first offence.
- A final written warning for a second offence or a serious first offence.
- Dismissal, if other punitive measures have already been imposed on the person concerned

POSSIBLE OUTCOMES OF THE INVESTIGATION OF A MEMBER OR CLIENT

If, following an investigation into a minor incident, it is believed that the member acted with poor judgement or committed an unintentional error, a warning, apology and a course of instructions may be the appropriate measures.

However, if the investigation provides evidence that direct or indirect intentional harassment has occurred, a formal punishment will be imposed. Punitive measures will be based on the following guidelines:

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SUPPORT FOR MEMBERS OR CLIENTS WHO HAVE EXPERIENCED HARASSMENT

1. If you are not satisfied with the proceedings or the outcome, you can request that the case be referred to a more senior manager in the company who will then review your case.
2. We hope you feel comfortable coming to the gym and we will support you as much as we can. Just let the management team know when you'll be back so we can arrange an appointment with you.
3. We will offer you the opportunity to speak to the person against whom the allegation has been made, if this person is present in the gym and agrees to do so and if you think it would be beneficial.
4. If you would prefer to train at another location in the future, we can help you change gyms.

QUESTIONS ABOUT THIS POLICY

If you have any questions about this policy or proceedings, please contact us at trainsafe@puregym.swiss