

## 6. NEGATIVE ACTIONS THAT UNDERMINE THE PURPOSE AND VALUES

### 6.3.2 Violence, Threatening Violence, or Aggressiveness

Any form of violence interferes with others *having fun*. Aside from the legal implications of violence in the work place, violence casts doubt on the safety of guests and introduces fear into the environment. When people feel afraid, they cannot focus on *being the best*. Part of doing things right is being an upstanding human being who treats fellow team members and guests with respect. Any form of violence or threatening of violence undermines this principle. All team members and guests are entitled to work and game in an environment free from the threat of violence and danger. Violence, no matter how insignificant, will not be tolerated.

Wind Creek Hospitality has a zero-tolerance approach to the possession of weapons at any of the facilities. Weapons create fear, which undermines fun. Any individual found carrying a weapon, irrespective of the size, will be removed immediately from the facility and subject to discipline.

#### *Disciplinary Steps*

Action 1 – Suspension Pending Investigation

*If Guilty* – Termination

