

[GYM NAME]

NON-DISCRIMINATION POLICY FOR MEMBERS



(REPLACE ABOVE LOGO WITH GYM LOGO)

LAST REVISED: [DATE]

At [GYM NAME] (the “Company”), we are committed to providing an inclusive and welcoming environment for all members of our community, including all athletes, coaches, staff, volunteers, subcontractors, and vendors. **We will not discriminate and will take affirmative action measures to ensure against discrimination based on race, ethnicity, gender identity, gender expression, sexual orientation, national origin, religion, disability, body size or otherwise.**

All are welcome here. Our community partner, The OUT Foundation, developed this non-discrimination policy to ensure we operate with the highest standards of professional and ethical conduct. As we pursue our mission, we are committed to following a path guided by our Core Values:

Passion: We perform our roles with purpose and a positive attitude that will inspire others.

Excellence: We set ambitious goals and work hard to surpass those expectations. We are committed to quality in everything that we do.

Respect: We treat each other fairly and with dignity. We value the diversity of our workforce and our members by fostering a positive, energizing and inclusive environment.

Transparency: We are honest and open with all stakeholders, including our employees, franchisees and members. We are proactive in clearly communicating who we are, how we are doing and what we are going to do.

Integrity: We are honest with each other and inspire trust by saying what we mean, doing what we say and taking responsibility for our actions. We will not tolerate unethical behavior.

We also expect to have fun along the way! Life is too short not to have a great time and we are always striving to create a fun environment for members, franchisees, employees and other business partners. We incorporate these core values in everything that we do. We expect

employees to live these values every day, and the Company will do so as well. Likewise, everyone (members included) regardless of position, is expected to understand our ethical and legal obligations and to follow those obligations.

If you have questions about the Code of Ethics or about any specific situations, I encourage you to talk with your head coach or the owner of the gym.

This is your community. We will assure it is one that you are proud to be a part of. Thank you for letting us be a part of your fitness, health and wellness journey.

- [GYM NAME]

At [GYM NAME], we share the following mission and values:

INSERT GYM MISSION/VALUES HERE