

Drug, Alcohol, Tobacco, Bullying and Sexual Harassment (DATBASH) Policy

Updated 2/21/2025

All program attendees within Jubilee Monuments Corp. (“JMC”) may be collectively referred to herein as “JMC personnel”. This policy applies to all JMC personnel.

Drugs, Alcohol, and Tobacco

JMC prohibits the possession, use, facilitation, or sale of alcohol, tobacco, or any narcotic substance, or any paraphernalia or equipment associated with the use of these substances at any JMC program-related events and its related training and by individuals wearing attire with any references to JMC and its programs at any time. Any individual under the influence of drugs, tobacco, or alcohol is not permitted to attend program events.

Bullying and Sexual Harassment

JMC prohibits acts of bullying and sexual harassment at any JMC-related programs. Bullying is any intentional hurtful act committed by one or more persons against another. These acts include any gesture, written, verbal, graphic, or physical act, including electronically transmitted acts – i.e., cyberbullying that is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress and may be motivated either by bias or prejudice based upon any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression; or a mental, physical, or sensory disability or impairment. Sexual harassment occurs when one is subjected to any unwelcome conduct of a sexual nature. This includes both unwelcome physical contact, such as touching, blocking, staring, making sexual gestures, and making or displaying sexual drawings or photographs, and unwelcome verbal conduct, such as sexual propositions, slurs, insults, jokes, and other sexual comments. Conduct will be considered unwelcome when a reasonable person should have recognized that it was unwelcome, or when the individual subjected to the conduct expresses discomfort or objection—whether verbally or through clear non-verbal cues.”

Consequences and Remedial Actions

Consequences and appropriate remedial actions for attendees who engage in any of the acts mentioned above may range from positive behavioral interventions to removal from all JMC programs for the remainder of the year without a refund in instances where payment was provided. Violation of this policy will result in consequences determined by JMC in its sole discretion. When an attendee has violated the policies mentioned above, the parent or legal guardian may be contacted by a representative of JMC.