

SECTION VII. SEXUAL HARRASSMENT POLICY

1. Definition of Sexual Harassment

Capoeira Abolição believes that you should be afforded the opportunity to train in an environment free of sexual harassment. Sexual harassment is any unwanted or unwelcome verbal, written, or physical conduct of a sexual nature that interferes with a student's right to train, learn, study, work, achieve, or participate in a comfortable and supportive atmosphere. Sexual harassment debilitates morale and, therefore, interferes with the effectiveness and enjoy ability of classes. Sexual harassment may include, but is not limited to, the following:

- Leering at someone else's body
- Making comments, gestures, or jokes of a sexual nature
- Manipulating clothing in a sexual manner
- Displaying sexual pictures or objects
- Spreading sexual rumors or commenting about sexual behavior
- Repeatedly pressuring for dates or unwanted sexual activity
- Touching, grabbing, and /or pinching
- Teasing and/or bullying in sexual terms
- Asking for sexual favors in exchange for cords, promotions, or participation in group activities
- Inflicting physical sexual assault or abuse.

2. Company Responsibility

Capoeira Abolição wants you to have a training environment free of sexual harassment by instructors, employees, other student members, and by others with whom you must interact in the course of your training as a Capoeira Abolição student. Sexual harassment is specifically prohibited as unlawful and as a violation of Capoeira Abolição's policy. Capoeira Abolição is responsible for preventing sexual harassment in the academy, for taking immediate corrective action to stop sexual harassment in the training facility, and for promptly investigating any allegation of sexual harassment occurring on premises.

3. Complaint Procedure

If you experience or witness sexual harassment in the academy, report it immediately to Mestre Delei or Avançada Narzinho either verbally or in writing. You may also report harassment to any other member of Capoeira Abolição management or ownership. All allegations of sexual

harassment will be quickly investigated. To the extent possible, your confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, you will be informed of the outcome of that investigation. If you prefer you can send an anonymous complaint when you log into www.mestredelel.com. When the investigation is completed the students involved will be contacted to proceed accordingly.

4. Retaliation Prohibition

Capoeira Abolição will permit NO retaliation against anyone who brings a complaint of sexual harassment or who speaks as a witness in the investigation of a complaint of sexual harassment.

5. Written Policy

A copy of Capoeira Abolição's sexual harassment policy is always displayed in our web page at www.mestredelel.com, it is the student's obligation to read our school's rules and regulations as soon as they become a member in our school and become accepted in our website.

6. Penalties

Sexual harassment will not be tolerated at Capoeira Abolição. If an investigation of any allegation of sexual harassment shows that harassing behavior has taken place, the harasser will be subject to disciplinary action, up to and including expulsion from Capoeira Abolição without any entitlement to a refund, monetary or otherwise.