

**POSSIBLE CRITERIA FOR SEXUAL HARASSMENT POLICY
FOR CONSIDERATION AT PUBLIC WORKSHOP**

The Nevada Gaming Control Board requires that all gaming licensees verify compliance with the following minimum standards regarding plans, policies, procedures and training related to sexual harassment in the workplace by checking the appropriate box.

Does your anti-sexual harassment policy contain the following elements?

1. An unequivocal statement that sexual harassment will not be tolerated.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
2. An unequivocal statement that there is an organizational commitment to diversity, inclusion and respect.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
3. An easy-to-understand description of prohibited conduct, with examples given.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
4. A description of a reporting system available to employees who experience sexual harassment, as well as those who observe sexual harassment. Said reporting system must include the company's compliance committee should one exist.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
5. A statement that the reporting system will provide a prompt, thorough, and impartial investigation.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
6. A statement that the identity of an individual who submits a report, a witness who provides information regarding a report, the target of the complaint, and any information gathered as part of the investigation will be kept confidential to the fullest extent possible.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
7. An assurance that the employer will take immediate and proportionate corrective action if it determines sexual harassment has occurred.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
8. A communication of the disposition of the investigation to all parties and, where appropriate, a communication of the sanction imposed if sexual harassment was substantiated.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
9. An assurance that an individual who submits a report or a witness who provides information will be protected from retaliation.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
10. A statement that any employee who retaliates against any individual who submits a report or provides information regarding a report will be disciplined appropriately.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
11. Regular compliance trainings for all employees.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
12. An annual review and assessment of internal sexual harassment policies and procedures to ensure effectiveness.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
13. A plan to remedy any deficiencies noted after the annual review and assessment, resulting in more effective policies and procedures.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No

14. Good faith efforts to prevent or remedy repeated problems should they exist.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
15. Implementation of an annual survey that asks employees to report whether they are currently being harassed or know of any harassment taking place.	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No

If a "NO" response has been provided to any of the above listed questions, attach written responses detailing specifics.

For any of your Nevada locations, provide any reported and substantiated sexual harassment claims within your system of reporting sexual harassment claims. Also, report any and all perfected charges, settlements or judgments occurring within the past twelve (12) months on record with the EEOC (Equal Employment Opportunity Commission), NERC (Nevada Equal Rights Commission), and/or any other relevant state agency for any jurisdiction in which you operate.