

# CODE of CONDUCT



Pittsburgh  
Brewers Guild

As a member of Pittsburgh Brewers Guild (PBG), we're committed to enjoying great craft beer within a safe, inclusive environment.

We will provide employees and patrons a space free from harassment and discrimination based on (but not limited to):

- **Race/color**
- **Ethnicity/national origin**
- **Gender identity**
- **Sexual orientation**
- **Age**
- **Religion**
- **Ability/body type**
- **Neurodiversity (the different ways that people interact with and experience the world)**

## What are Inclusive Behaviors?

- Treating everyone with dignity, especially those from underrepresented groups
- Respecting perspectives from those with different identities and backgrounds
- Listening to and believing claims of disrespect and harm
- Being open-minded when given/giving feedback about inappropriate behavior
- Apologizing\* promptly when inappropriate behavior occurs

## What are Zero-Tolerance Behaviors?

- **Illegal use of weapons**
- **Physical assault, abuse, and violence**
- **Sexual harassment (unwanted sexual advances, pressure for sexual favors, and verbal or physical harassment)**

Anyone who engages in zero-tolerance behaviors will be ejected and/or banned from the premises and may be subject to consequences as deemed by the PBG.

Learn more about the PBG reporting process here:



## What are Inappropriate Behaviors?

Inappropriate behavior includes any behavior that threatens the safety of another person, according to that person.

Examples include:

- Physical or verbal threats
- Derogatory verbal behavior such as insults, slurs, or bullying
- Outbursts of anger, shouting, or profanity
- Comments, jokes, gossip, gestures, or criticisms that attack and/or humiliate
- Unwanted, excessive flirtation or pressure for dates
- Breach of consent (i.e., violation of someone's expressed desires, especially physical touch)
- Circulation of written or graphic material that sexually objectifies, denigrates, or shows hostility/hatred toward an individual/group

As humans, we sometimes make mistakes.

Let's honor our humanity by treating first offenses (not including any zero-tolerance behaviors) as an opportunity to learn and improve for the better.

If something you did or said made someone feel disrespected, offended, unsafe, violated, harassed, or uneasy, promptly apologize using the formula for a proper apology\* to ensure the issue is quickly resolved.

## \*Formula for a Proper Apology

1. Identify the behavior
2. Acknowledge the impact that behavior had
3. Say that you're sorry (and mean it!)
4. Explain how this behavior won't happen again

**I know what I said was inappropriate (1) and it made you feel unsafe (2).**

**I'm sorry (3). And I will never say that again (4).**