

## Sexual Harassment Policy - Customers

Twenty 1 not only takes a zero-tolerance approach to sexual harassment against our staff, but our customers alike.

Twenty 1 considers it our responsibility to intervene when sexual harassment happens in our premises. The purpose of this policy is to support a working environment and venue culture in which sexual harassment is unacceptable.

Should you experience or witness any behaviour that you feel amounts to sexual harassment either towards yourself, another member of the public or a member of staff we strongly encourage you to report it to one of our management staff on duty as soon as you can.

At Twenty1 this includes:

Eva Wigglesworth – GM

Rebecca Forster – Supervisor

Bruno Alexandre Lacerda Nunes – Supervisor

If you witness or are alerted to sexual harassment taking place between patrons or between patrons and staff, you should alert the shift supervisor/manager.

Interventions to challenge sexual harassment in our venue include:

- Watching/keeping an eye on the situation
- Speaking with target/victim of sexual harassment
- Speaking with perpetrator of sexual harassment
- Asking the perpetrator to leave the establishment
- Alerting door staff
- Calling the Police

Every member of staff has a procedure they know to follow in order to keep the patrons safe. If at any time you feel unsafe you can alert any one of our members of staff and they will follow directions to alert those necessary and keep you safe in the process.

ALL workers and patrons are protected from sexual harassment in Twenty1. This applies to one-off incidents and ongoing incidents. This

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KITCHEN•PIZZA•BAR

TWENTY  LTD



protection comes from both employment law and criminal law,  
depending  
on the circumstances involved.

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