



Licensed to do business in the State of  
Florida, Dept. of State  
Doc#L01000015820  
Offices: Miami, Florida

305-695-0095  
Orlando, Miami & The Florida Keys

**Empire Video Productions, LLC Discrimination & Sexual Harassment Policy  
(Includes Click Click Expose (Gay Entertainment Media), Planet Q TV and CCE Sports  
Network Divisions)**

**ANTI-DISCRIMINATION POLICY**

Empire Video Productions, LLC is an "equal opportunity employer." Empire Video Productions, LLC prohibits discrimination, harassment, intolerance or prejudice with respect to the hiring or promotion of individuals to any of its current operating divisions named above. Empire Video Productions, LLC will not discriminate and will take "affirmative action" measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions and other conditions of employment against any employee or job applicant on the basis of sex, race, age, color, national origin, religion, disability, marital status, sexual orientation, gender identity, pregnancy or veteran status.

**ANTI-HARASSMENT POLICY**

Empire Video Productions, LLC is committed in all areas to providing a work environment that is free from harassment. Harassment based upon an individual's sex, race, age, color, ethnicity, national origin, sexual orientation, gender identity, veteran status, pregnancy or any other legally protected characteristics will not be tolerated. All employees, including supervisors and other management personnel are expected and required to abide by this policy. No person will be adversely affected in employment with the employer as a result of bringing complaints of unlawful harassment.

Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include unwanted physical contact, foul language of an offensive sexual nature, sexual proposition, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Use of the employer's computer system for the purpose of viewing, displaying, or dissemination material that is sexual in nature may also constitute harassing behavior.

If an employee feels that he or she has been harassed on the basis of his or her sex, race, national origin, ethnic background, sexual orientation, gender identity, pregnancy, veteran status, or any other legally protected characteristic they should immediately report the matter to his or her supervisor. If that person is not available, or if the employee feels it would be unproductive to inform that person, the employee should immediately contact that supervisor's superior or human resources. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate. All complaints of unlawful harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.

The procedure for reporting incidents of harassing behavior is not intended to impair, replace, or limit the right of any employee to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.

Last Update: June 9, 2012