



billsboro

Billsboro Winery Code of Conduct

At Billsboro Winery we strive to create an inclusive, welcoming space for all identities. As such, we prioritize the safety and well-being of our visitors and staff above all else. We hold guests and staff alike to the following Code of Conduct to ensure our tasting room and affiliated events are safe spaces for all.

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Billsboro Winery has a zero tolerance policy for harassment and discrimination.

- a. Harassment and discrimination includes, but is not limited to: offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, or religion (or lack thereof)
- b. Threats of violence
- c. Incitement of violence toward any individual or the group generally
- d. Deliberate intimidation
- e. Unwelcome sexual attention
- f. Continued one-on-one communication after requests to cease
- g. Microaggressions, i.e. small, subtle, often subconscious actions that marginalize people from oppressed groups
- h. Minimizing other people's experiences
- i. Deliberate mis-gendering of any individual
- j. Unwelcome comments regarding a person's lifestyle choices and practices
- k. Any violation of this policy will result in immediate and swift removal from the premises and a refusal of future visits to Billsboro at the discretion of winery management.

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A member of our staff can limit or refrain from serving alcohol to a visitor at their discretion at any time.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact Billsboro staff immediately in person, or by calling 315-789-9538