RISE TO THE OPPORTUNITY

Clayco recently launched the Clayco Rising website (claycoRISING.com) to communicate to you and the world that we are continually rising to put people above all else. Clayco believes that everyone has the right to an environment that is free from harassment, bullying, hazing, intimidation and any bias motivated event. This commitment applies to every tradesperson, subcontractor, supplier, owner, partner and visitor.

Imagine if you were planning to host a party at your home (before COVID-19); you might clean, prepare food and beverages, setup seating and maybe music for the invited guests. You’d want your guests to all be comfortable and have a good time. In our lives, we spend most of our days at work, our home away from home. We too want all those we invite into our jobsites to be comfortable and feel welcomed allowing everyone to be as safe and productive as possible. When we all work to remove distractions, we create a more welcoming jobsite culture where our focus can be turned to the physical tasks that keep us safe and productive with a healthy mental wellbeing.

Everyone plays a critical part in creating a jobsite culture that makes everyone feel safe at their home away from home. Each of us in responsible for making sure that we have a culture free of harassment and distractions of any kind.

HARASSMENT

Harassment is defined as any unwelcomed conduct that is based on race, color, religion, gender, gender identity, sexual orientation, national origin, age or ability. Harassment can include but is not limited to:

- Racist or sexist jokes, racial or homophobic slurs, name calling, physical assaults or threats.
- Offensive objects or pictures: pornography or nude photos, swastikas, etc.
- Unwanted or inappropriate touching, texting or calling. Repeatedly asking a colleague on a date.
- Telling a colleague, they were only hired because of the color of their skin or their gender to fill a “diversity quota.”

DOMINO EFFECT

We’ve all heard the figure of speech, “one bad apple can spoil the whole bunch,” meaning that the action of one individual can be attributed to the entire group. Our livelihood depends on our ability to make sure that we don’t allow unprofessional behavior to mitigate the hard work and dedication that we exhibit on site every day. The same effect can happen positively. Putting a smile on your face, greeting colleagues as they come to work and being nice on purpose are all ways to have positive domino effect and a great opportunity to RISE.

FIND OUT HOW WE ARE BUILDING REAL, MEANINGFUL CHANGE FROM THE GROUND UP AT CLAYCORISING.COM
Each day provides us with a new opportunity to rise and make today better than yesterday. By staying silent in the face of unethical actions, you are contributing to the negative behavior. Anytime you see or hear disrespectful behavior you should take steps to act. Let’s talk about some opportunities to rise, and how you could intervene safely to help a coworker.

**COACHING TIPS OPPORTUNITIES TO RISE:**

**Confront the Situation Directly**
Step in and say something to immediately stop the situation. *Discuss ways your team can confront situations.*

If the event is bias motivated, such as racial, gender or homophobic based, you must contact Clayco leadership immediately to manage the situation and eradicate the threat properly.

Never destroy or tamper with evidence related to such events. The leadership team at Clayco will guide you through the correct protocol.

**Create a Distraction**
Change the topic of conversation or ask the person behaving inappropriately for help to distract their attention and diffuse the situation. *Discuss some ideas for creating effective distractions.*

**Ask for Help**
If you don’t feel safe confronting the harasser or creating a distraction, find somebody you feel comfortable asking for help. This could be a safety professional, foreman, superintendent, project manager or colleague(s) who could help you address the situation as a group. There is power in numbers.

If you don’t feel comfortable reporting to onsite Clayco management, you can call and report issues anonymously:

**Compliance and Ethics Hotline – 877.472.2110**
(English Speaking USA & Canada)

800.216.1288 (Spanish North America)

001.800.216.1288 (Mexico)

For additional resources and to learn more about the Ethics series scan the QR code.