

**ZERO TOLERANCE POLICY**  
**The Right Step, Inc.**

The Right Step, Inc. has a policy of zero tolerance for any of the following behaviors from any of our volunteers, employees, clients, or guests. Any of the following will result in immediate dismissal from the program:

1. Inappropriate and/or abusive behavior toward others.
2. Failure to follow established safety procedures.
3. Use of alcohol, marijuana, or illegal drugs during scheduled lessons, work or volunteer assignments.
4. Abuse or mistreatment of equines or other animals at the facility.
5. Theft of anything from clients, other volunteers, Denver Equestrian Riding School, or The Right Step, Inc.

If the behavior is of a serious nature, the person involved will also be reported to the appropriate authorities.