

Alcohol Policy Brief & Purpose

Our Employee Code of Conduct company policy outlines our expectations regarding employees' participation in all aspects of the venue's operations. We expect everyone to work equally towards the effort of creating a better live music experience for our colleagues, supervisors, and overall organization, while abiding by all federal, state, and local laws, in accordance with all company policies.

We promote freedom of expression and open communication. However, we expect all employees to follow our code of conduct. They should avoid offending, participating in serious disputes, and/or disrupting our workplace. We also expect them to foster a well-organized, respectful, and collaborative environment in the venue, online, and publicly.

Scope

This policy applies to all employees regardless of employment agreement or job responsibility.

Policy Elements

What are the components of an Employee Code of Conduct Policy?

Company employees are bound by this contract to follow our Employee Code of Conduct while performing their duties in or outside of work. We outline the alcohol service & consumption components of our Code of Conduct Policy below:

All company employees are expected to abide by all federal, state, and local laws; in this application, namely those relating to the service and consumption of alcohol.

Underage Drinking

- Consumption of alcohol by persons UNDER THE AGE OF 21 is ILLEGAL.
- No employee will serve, facilitate, participate in any activities related to, or fail to report knowledge of any person under the age of 21 consuming, in the possession of, or attempting to procure any beverage containing alcohol while on the premises.
- This policy applies to all employees of Liquid.
- No employee of Liquid under the age of 21, while on duty or otherwise, will consume or attempt to consume any beverage containing alcohol while on the premises or acting as a representative of Liquid off premise.

Over-Consumption

- Serving or allowing the consumption of alcohol by any person who is visibly or otherwise known to be intoxicated (over-served) is ILLEGAL.

- It is the responsibility of any on-duty employee serving or under the control of alcohol, to have previously obtained and continuously maintained the proper training, in accordance with his/her operator licensing by the City of Madison, to assess the sobriety or intoxication level of any person before serving or dispensing alcohol.
- It is the responsibility of any on-duty employee serving or under the control of alcohol, to assess the sobriety or intoxication level of the person before serving or dispensing alcohol to said person.
- No employee will serve, facilitate, participate in any activities related to, or fail to report knowledge of any person who is believed to be intoxicated.
- This policy applies to all employees of Liquid.

Drinking On-Duty

- As an employee of Liquid, you will not come to work or attempt to work under the influence of alcohol or any other substance. Being intoxicated while on the clock is not permitted and constitutes your immediate RESIGNATION.
- State & local law allows for the consumption of alcohol by employees OF LEGAL AGE (21+) while working. However, being intoxicated while working is NOT LEGAL, not permitted, and constitutes your immediate RESIGNATION.
- As an employee of Liquid, bartenders are allowed to consume alcohol if and only if 1) at least 21+ years of age, and 2) for limited promotional purposes to develop camaraderie with the clientele. If you choose to participate in this promotional activity, you are responsible for knowing your limits of intoxication AND not to become intoxicated. No more than 1 oz of alcohol (or equivalent) per hour, or a total of 2 oz of alcohol (or equivalent) during a shift, is permitted.

COMPLICIT BEHAVIOR OR FAILURE TO REPORT

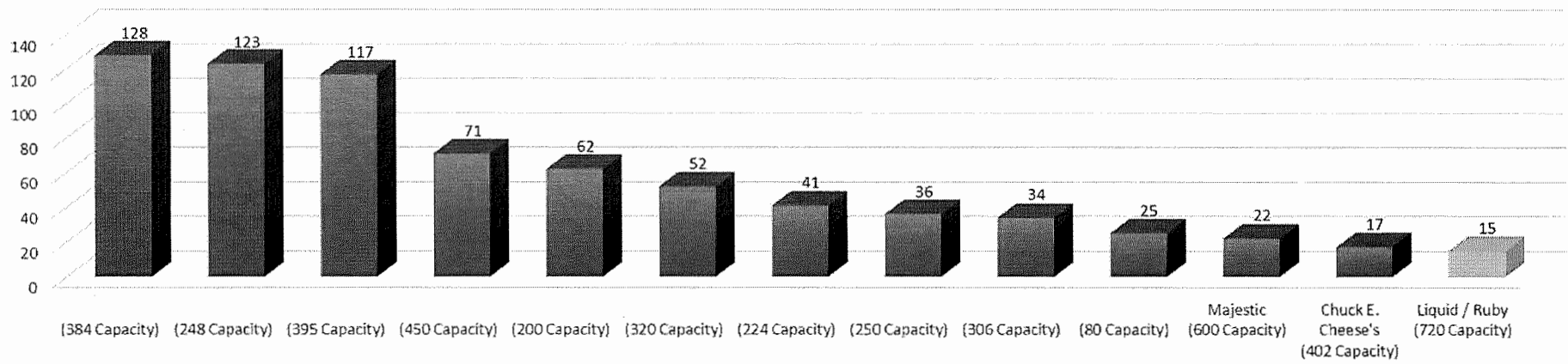
- If you participate in, or observe and fail to report to management, any breach of the rules set forth in this agreement by any other on duty employee, you will be subject to the same consequences as if you had committed the act yourself; and your participation or failure to report constitutes your immediate RESIGNATION.

Employee indicates by his/her signature below the he/she has read and is aware of the terms and conditions of employment at Liquid Madison AND agrees to abide by all federal, state and local laws. Failure to abide by any terms of this agreement constitutes your immediate RESIGNATION.

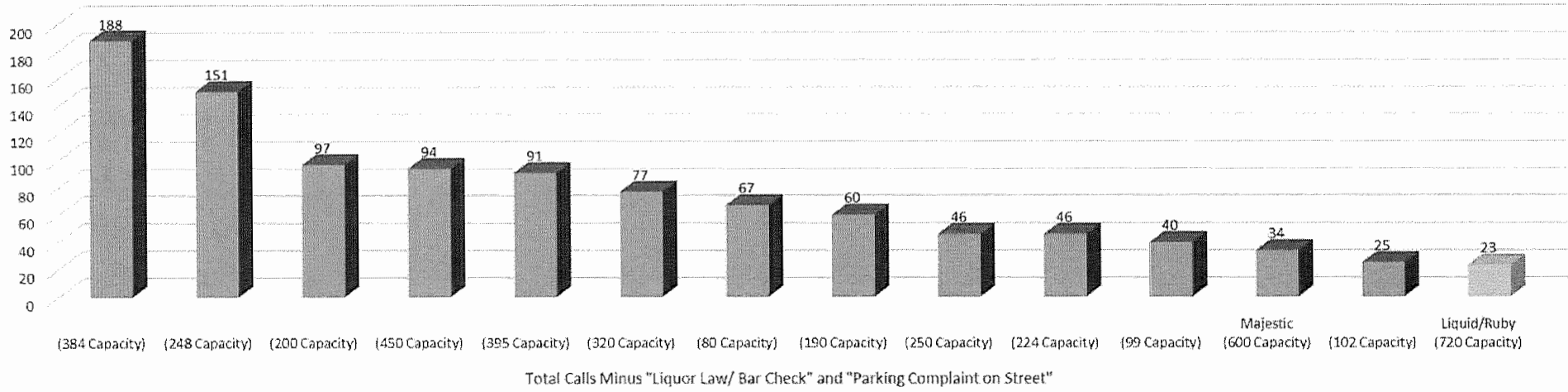
Signature: _____ Date: _____



Police Calls For Service
1/1/19 - 10/24/19
(Excluding Liquor Law / Bar Checks)



Police Calls For Service
1/1/18 - 12/31/18 (12 Months)



Police Calls For Service
1/1/16 - 12/31/18 (36 Months)

