



Code Of Conduct

Freedom from Harassment, Discrimination and Retaliation Policy

At 3VC we aim to create a welcoming and inclusive environment. We welcome everyone to our community and particularly support inclusion of members of marginalised groups. Our code of conduct guides not only our internal interactions but also the interaction with third parties, such as company founders, advisors, other investors. We also expect everyone associated with 3VC to abide by this code of conduct, including employees, contractors, founders, investors, mentors, volunteers, speakers, and attendees of our events.

3VC prohibits harassing and/or discriminatory conduct inside or outside of the workplace, whether based upon race, sex, color, age, national origin, religion, disability, genetic information or predisposition, sexual orientation, gender identity and/or expression, ancestry, marital, parental, income, veteran or citizenship status or any other protected characteristics.

Sexual Harassment

Our code of conduct prohibits sexual harassment, which includes sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.

It is prohibited to threaten or insinuate, either explicitly or implicitly, that submission to or rejection of sexual advances, sexual favors or other conduct of a sexual nature will in any way influence or adversely affect any decision by 3VC regarding an individual's hiring or employment, investment or other business related decisions.

Further, it is not allowed to engage in any conduct that creates an intimidating, hostile or offensive environment, inside or outside of the workplace. While we cannot list all of the circumstances and conduct that may constitute sexual harassment, the following are some examples of conduct which, if unwelcome, may constitute sexual harassment:

- Unwelcome sexual advances or requests for sexual favors, sexual language, sexual jokes, and/or comments about an individual's body;
- Submission to such conduct is made either explicitly or implicitly a term or condition of employment, investment or any other business related decision



- Submission to or rejection of such conduct by an individual is used as the basis for employment, investment or other decisions; or
- Such conduct has the purpose or effect of unreasonably creating an intimidating, hostile, or offensive environment.

It is important to note that this policy is not limiting us to discipline or take remedial action for conduct that we regard as unacceptable inside or outside of the workplace or otherwise involving work activities, regardless of whether that conduct meets the legal definition of sexual harassment.

Determinations of whether particular language or conduct is subject to disciplinary action will be made on a fact-specific basis, in light of all of the circumstances. The following, however, are some additional examples of conduct that must be avoided:

- Comments to, or about, an individual's appearance that are sexually graphic or would otherwise tend to be degrading;
- Inappropriate touching and/or physical contact of a sexual nature;
- Sexual gestures or remarks with sexual content that are graphic or that may otherwise be offensive to others;
- A repetition of any words or conduct of a sexual nature after the person addressed has indicated that such words or conduct is unwelcome;
- Unwelcome sexual advances or propositions, whether or not involving physical touching;
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip concerning one's sex life, comment on an individual's body or sexual activity;
- Displaying or circulating sexually suggestive objects, pictures or other images, including by E-mail;
- Requests for sexual favors; and
- All other verbal or physical conduct of a sexual or otherwise offensive nature.

Sex-based harassment – that is, harassment not involving sexual activity or language (e.g., man yells only at women and not other men) – may also constitute discrimination if it is severe or pervasive and directed at someone because of their sex.

Discrimination

Harassment on the basis of any other protected characteristic is also strictly prohibited. Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, sex, color, age, national origin, religion, disability, genetic information or predisposition, sexual orientation, gender identity and/or expression, ancestry, marital, parental, income, veteran or citizenship status or any other prohibited characteristics or that of his/her relatives, friends or associates, and that: (i) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (ii) has the purpose or effect of interfering with an individual's performance; or (iii) otherwise adversely affects an individual's opportunities.

Harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; deliberate misgendering (e.g., using different pronouns than requested), deliberate use of names people have asked others not to use, negative comments about body size or shape, denigrating jokes and display or circulation in the workspace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group (including via e-mail or other online tools).

Conduct that is prohibited by these policies is unacceptable in the workspace and in any work-related setting outside the workplace, such as business trips and/or business-related social events.

Other Unacceptable Behaviours

We do not tolerate attempts to circumvent or weaken this code of conduct or its purpose. This includes but is not limited to:

- Advocating for or supporting any unacceptable behaviour
- Minimising, excusing, or defending any unacceptable behaviour (e.g. blaming the victim, tone policing of victims)
- Prioritising the comfort of certain persons over the safety of marginalised groups
- Advocating for or supporting the oppression of marginalised groups
- Criticising targets of oppression for having an inappropriate emotional state in response to an unacceptable behaviour (tone policing)
- Deliberately making a false report alleging a breach of this code of conduct
- Deliberately and repeatedly acting in a manner, either directly or indirectly, which is contrary to the terms (or the spirit) of this code of conduct
- Threatening, rewarding, or otherwise coercing someone to not report or lie about a violation of the code of conduct
- Engaging in any unacceptable behaviour satirically or ironically if you are not a member of the marginalised group being mocked (e.g. ironic racism by someone not a member of the targeted racial group, a man imitating a misogynist person)

Retaliation is Prohibited

It is also prohibited to retaliate against any individual for making or filing a complaint of discrimination and/or harassment either internally or with a government agency, for opposing harassment or discrimination, for cooperating in an internal and/or governmental investigation of a complaint of discrimination or harassment, or for participating in a hearing or other proceeding related to a claim of discrimination or harassment.

Reporting and Enforcement



We strongly encourage everyone to report any violations of this code of conduct in writing to Eva Arh via conduct@three.vc. We expect people in positions of power to be especially conscientious in reporting any violations they see, with the consent of the marginalised person involved, as they are less vulnerable to retaliation or pressure than people with less power.

All complaints will be investigated thoroughly, promptly, impartially and with discretion. All information obtained from the investigation will be handled discreetly and communicated on a “need to know” basis consistent with adequate investigation and appropriate corrective action. The investigation may include interviews with the individual who made the complaint, with the person or persons against whom the complaint was made and with individuals who may have witnessed the reported incident or incidents. In addition, personnel should be aware that in certain cases, information must be shared in order for an effective investigation to be conducted.

At the conclusion of an investigation, appropriate, remedial and/or disciplinary action will be taken. The individual reporting harassing or discriminatory behavior under this complaint procedure will be advised of the outcome at the conclusion of the investigation.

In order to allow us to prevent and correct unlawful harassing, discriminatory and/or retaliatory conduct, it is essential that everyone in the community use this Complaint Procedure and that we receive the information about instances of such conduct immediately after the conduct.