

Anti-Harassment, Anti-Retaliation and Non-Discrimination Policy (revised 4 February 2019)

2.5 ANTI-HARASSMENT, ANTI-RETALIATION AND NON-DISCRIMINATION POLICY

The Entrepreneurs' Organization (EO) is committed to maintaining a professional and social environment for all of its Members that is professional, fair, respectful, and responsible. The integrity of our organization and the respect by and among our Members are paramount to our long-term success. Discrimination and harassment subvert our goals and offends the integrity of our organization. Accordingly, this policy applies to all EO Members.

EO's commitment to this policy is embodied in the Bylaws, which specify that there shall be no such discrimination in the selection of Members and any activity sponsored by EO as it relates to the admission and participation. EO promotes diversity of nationalities, cultures and experiences in its Member leaders in order to adequately represent the interest of its diverse global membership.

EO prohibits and does not tolerate discrimination or harassment of or against its Members, Member Leaders, prospective Members, interns, volunteers, staff or employees, or any third party on the basis of race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and related medical conditions), gender identity or gender expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state, national, or local laws and ordinances (referred to as "protected characteristics") in the jurisdiction in which the Chapter operates. EO also prohibits retaliation as defined below.

EO is committed to holding Chapter sponsored meetings, events, programs, social functions, communications, and interactions that are free of discrimination, harassment and retaliation/victimization. These behaviors are unacceptable regardless of whether the conduct is engaged in by a Chapter Member, prospective Member, or Member's guest. In addition to being a violation of this policy, discrimination, harassment or retaliation or victimization based on any protected characteristic pursuant to applicable federal, state, national, or local laws and ordinances may be unlawful in some jurisdictions. For example, sexual harassment and retaliation against an individual because the individual filed a complaint of sexual harassment or because an individual aided, assisted or testified in an investigation or proceeding involving a complaint of sexual harassment may be unlawful in some jurisdictions.

- 2.5.1 Discrimination Defined. Discrimination under this policy means treating differently, or denying or granting a benefit to an individual because of the individual's protected characteristic.
- 2.5.2 Harassment Defined. Harassment generally is defined in this policy as unwelcome verbal, visual or physical conduct that denigrates or shows hostility or aversion towards an individual because of any protected characteristic when:
 - a) Submission to that conduct is made either explicitly or implicitly a term or condition of an individual's Membership; or

- b) Submission to or rejection of the conduct by an individual is used as the basis for Membership decisions affecting the individual; or
- c) The conduct has the purpose or effect of unreasonably interfering with an individual's ability to participate as a Member or creating an intimidating, hostile, or offensive environment.

Harassment can be verbal (including slurs, jokes, insults, epithets, gestures or teasing), visual (including offensive posters, symbols, cartoons, drawings, computer displays, text messages, instant messages, social media posts/comments or e-mails) or physical conduct (including physically threatening another, blocking someone's way, etc.). Such conduct violates this policy, even if it is not unlawful. Members are expected to behave at all times in a manner consistent with the intended purpose of this policy.

2.5.3 Sexual Harassment Defined. Sexual harassment can include all of the above actions, as well as other unwelcome conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities and other verbal or physical conduct of a sexual nature when:

- a) The conduct or advances or requests have the purpose or effect of unreasonably interfering with an individual's ability to participate as a member or creating an intimidating, hostile, or offensive environment; or
- b) Submission to that conduct or those advances or requests is made either explicitly or implicitly a term or condition of an individual's Membership; or
- c) Submission to or rejection of the conduct or advances or requests by an individual is used as the basis for Membership decisions affecting the individual.

Examples of conduct that violates this policy include:

- unwelcome sexual advances, flirtations, advances, leering, whistling, touching, pinching, assault, blocking normal movement, stalking, harassing photography or recording
- requests for sexual favors or demands for sexual favors in exchange for favorable treatment
- obscene, sexual, or vulgar gestures, posters, or comments
- sexual jokes, questions, or comments about a person's body, sexual prowess, sexual desires, sexual history, sexual preferences, or sexual deficiencies
- propositions, or suggestive or insulting comments of a sexual nature
- derogatory cartoons, posters, magazines, and drawings
- sexually-explicit e-mails, videos, text messages, instant messages, social media posts/comments, or voicemails
- uninvited touching of a sexual nature
- unwelcome sexually-related comments
- conversation about one's own or someone else's sex life

- conduct or comments consistently targeted at only one gender, even if the content is not sexual
- teasing or other conduct directed toward a person because of the person's gender

These policies are not limited to harassment at Chapter sponsored activities, but extend to social media, personal interactions, and other interactions between Members if the persons are interacting under the auspices of EO or through use of status as an EO Member. In addition, to the extent Members' family members, friends, business associates, prospective Members, or other guests attend Chapter sponsored-activities, Members are responsible for ensuring that they comply with this policy as well.

2.5.4 Retaliation Defined. Retaliation (or victimization as it is known in some countries) means adverse conduct taken because an individual reported an actual or perceived violation of this policy, opposed practices prohibited by this policy, or participated in the reporting and investigation process described below. "Adverse conduct" includes but is not limited to: any action that would discourage a Member from reporting discrimination, harassment or retaliation; shunning and avoiding an individual who reports discrimination, harassment or retaliation; express or implied threats or intimidation intended to prevent an individual from reporting discrimination, harassment or retaliation; and denying Membership benefits because a Member or prospective Member reported discrimination, harassment or retaliation or participated in the reporting and investigation process described below.

2.5.5 Reporting Procedures. The following steps have been put into place to ensure the Members are respectful, professional, and act in a manner that is free of discrimination, harassment and retaliation. If a Member believes someone has violated this policy, the Member should promptly bring the matter to the immediate attention of Chapter President or Regional Governance Director. Written complaints can be submitted internally using the form provided with this policy. The Chapter President must report all such complaints to the Regional Governance Director, unless the complaint is about the Regional Governance Director in which case the Chapter President should report it to the Chair of the Governance Committee or VP of Governance.

If the Member making a complaint under this policy and has not received a satisfactory response within five (5) business days, the Member should contact the Regional Governance Director or the Chair of the Governance Committee immediately.

Members who become aware of conduct in violation of this policy should report the issues raised or conduct to the Chair of the Governance Committee.

2.5.6 Investigation Procedures. Upon receiving a complaint, the Chapter will conduct a fair and thorough investigation into the facts and circumstances of any claim of a violation of this policy with the goal of ensuring fairness for all parties. There are two exceptions where the investigation should be immediately referred to the Chair of the Governance Committee: 1) Concerns that reach across Chapters or members from disparate geographical regions or 2) discrimination, retaliation, or Sexual or other Harassment concerns. For all other investigations and to the extent practicable and consistent with applicable law, the Investigator will endeavor to keep the reporting Member's concerns confidential. However, complete

confidentiality may not be possible in all circumstances. Members are expected to cooperate in all investigations conducted pursuant to this policy. Failure to cooperate may result in corrective action as defined below.

During the investigation, the Investigator generally will interview the complainant and the accused, conduct further interviews as necessary and review any relevant documents or other information. The membership of any Member accused of conduct in violation of this policy may be temporarily suspended from membership status pending the investigation. Upon completion of the investigation, the Investigator will determine whether this policy has been violated based upon its reasonable evaluation of the information gathered during the investigation. The Investigator will typically inform the complainant and the accused of the results of the investigation.

The EO Governance Committee, the EO Board of Directors, or in some cases, the Chapter, will recommend corrective measures against any person who it finds to have engaged in conduct in violation of this policy, if the Governance Committee, EO Board of Directors and, in some cases, the Chapter, in their sole discretion determines such measures are necessary. These measures may include, but are not limited to, terminating Membership, suspending Membership, placing a Member on probationary status, and mandating sensitivity, harassment and/or discrimination or other training as a condition of continued membership.

Remember, we cannot remedy claimed discrimination, harassment or retaliation/victimization unless you bring these claims to the attention of the Chapter or EO. Please report any conduct which you believe violates this policy. Together, we will work to ensure that EO functions provide a respectful and professional environment for all Members.