



**Date:** May 1<sup>st</sup>, 2018

## **10 Main Guiding Principles - Prevention of Harassment and Discrimination**

At lool ventures we are committed to creating a work environment in which all individuals are treated with respect and dignity, and that is free from unlawful harassment of any kind.

1. Our anti-harassment policy applies equally to all employees and non-employees, including but not limited to partners, vendors, entrepreneurs, and contractor, and also prohibits harassment of third parties, including portfolio company or prospective portfolio company personnel or other industry participants, entrepreneurs, contractors, other outside investors, vendors, clients and volunteers. We have zero-tolerance for any forms of discrimination or harassment by or against any of lool ventures personnel and/or any third parties with whom lool ventures does business.
2. We prohibit all forms of discrimination based on sex or gender, race, color, religion or creed, sexual orientation, or any other characteristic protected by law.
3. lool ventures is committed to maintaining a workplace free from unlawful harassment of any kind (such as oral, written, visual, or electronic) for any reason, including sexual harassment.
4. Sexual or other unlawful harassment, whether committed by or against employees, contractors, vendors, applicants, managers, partners, investors, entrepreneurs and executives of portfolio companies or potential portfolio companies and/or any third parties with whom lool ventures does business, is strictly prohibited and will not be tolerated.
5. Sexual harassment includes, without limitation, unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments.
6. Sexual or other unlawful harassment is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events.
7. lool ventures also prohibits any form of retaliation against individuals who in good faith report allegations of unlawful harassment or discrimination, or otherwise participate in an investigation or proceeding with respect to such complaints.
8. If you suspect harassment, discrimination, or retaliation by or against any lool ventures personnel, you are encouraged to report such conduct immediately. A complaint of alleged sexual or other harassment and discrimination involving lool ventures will be addressed promptly, impartially, and thoroughly by qualified personnel.
9. Principals, venture partners, partners, senior executives, managers and supervisors must report all instances or complaints of discrimination and harassment of which they become aware -even if they did not personally experience or observe the discrimination or harassment.
10. If we determine that harassment, discrimination or retaliation in violation of our policies has occurred, appropriate remedial action will be taken, including but not limited to disciplinary action, up to and including termination.

To confidentially report any issue or concern, please see <http://lool.vc/safe>