

INVENTURE – CODE OF CONDUCT

Purpose

This is the code of conduct for Inventure. Our goal is to create a welcoming and inclusive environment for people who share our values of tolerance and inclusivity. To that end, we have adopted this code of conduct in order to support and welcome everyone to our community, including people from different racial, religious or ethnic groups, different genders or sexual minorities, disabled people, or other minorities and marginalised groups.

We recognise that the power relationship between investors and the people they may invest in, is heavily weighted in favour of the investor, similar to the employer/employee or teacher/student relationship, even when no investment has been made (yet). As such, we are especially aware of the potential for abuse or harm by the more powerful party, the investor or anyone who influences the investment decision. We encourage investors to take into account this imbalance of power in all of their interactions with founders and be especially careful to avoid using their power to coerce the founder, intentionally or unintentionally.

Scope

We expect everyone associated with Inventure to abide by this code of conduct, including employees, contractors, founders, funders, investors, mentors, advisors, students, volunteers, speakers, and attendees of our events. This code of conduct applies to all of these people in any setting associated with Inventure, including offices, work events and trips, social outings, conferences, offsites, phone calls, video conferences, emails, chats, social media, blogs, or any other online communication.

Unacceptable behaviours

Discrimination

Comments or behaviour that discriminates against stereotypes, or harms members of Marginalised Groups. This includes but is not limited to:

- Disparaging remarks about marginalised racial or ethnic groups
 - Racial or ethnic slurs
 - Misogynist comments
 - Homophobic or transphobic comments or slurs
 - 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
- Discriminating against pregnant people or mothers
- Discriminatory comments against members of marginalised religions as a group
- Negative comments or discriminating based on age or family role

Sexual Harassment

Sexual harassment means any unwanted, unwelcome or uninvited behaviour of a sexual nature which a reasonable person in the circumstances would find humiliating, intimidating or offensive. Examples of sexual harassment include but are not limited to:

- **Creating a sexualised environment.** This includes but is not limited to:
 - Sexual or sexually suggestive comments, jokes, insults, metaphors, pranks or gestures.
 - Discussing the sexual attractiveness or exploits of yourself or others, even if intended to be a compliment
 - Unsolicited comments on someone's body to them or to others, even if intended to be a compliment
 - Viewing or discussing sexually explicit or arousing content
 - Meeting in sexualised environments (e.g., strip clubs, dance clubs, pick-up bars)
 - Creating an environment where people feel pressured to flirt, allow touch, dress in a sexualised manner, or otherwise engage in sexual or sexualised activity (e.g. in order to maintain access to networks or funding)
- **Sexual advances when they are clearly unwelcome, or in a context where it is difficult for the recipient to say no to your advances.** Specifically, this code of conduct bans all sexual advances initiated by a person with significant power over the recipient, such as a person who influences funding decisions towards a person seeking funding, a conference organiser towards a speaker, or a co-worker towards another co-worker if they have influence over their career advancement. Sexual advances include but are not limited to:
 - Invitations to meet one-on-one (or showing up uninvited) in a private space such as a hotel room, home, apartment, home office, or an office when no one else is likely to be present
 - Making sexual comments, in person or by sending text messages, emails, voice messages, letters, or other form of communication
 - Sexual assault or coercion, including sexual activity under pressure or threat, for a reward, or in a context where it is difficult for the recipient to say no.
 - Any sexual activity or touch without the express consent of all participants
 - Implicitly or explicitly requesting sexual activity in exchange for reward including funding, referrals, future employment, promotion, or invitation to exclusive events
 - Creating an environment where people feel pressured to use drugs or alcohol
 - Unwanted physical touch, restraint, assault, or threats.
 - Harassment and stalking, such as seeking out and/or publishing private information without consent such as previous names, home address, or names of family members, or repeated (rejected) requests for dates

Other Unacceptable Behaviours

- Advocating for or supporting any unacceptable behaviour
 - Minimising, excusing, or defending any unacceptable behaviour (e.g. rape apology, 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)
- 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)

Reporting and enforcement

We strongly encourage everyone to report any violations of this code of conduct in writing via Inventure's whistleblowing channel, found on our website. 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. Inventure employees can also report violations to the occupational health care by discussing with a doctor or nurse.

We aim to acknowledge reports within 10 business days, and to complete handling a report within 21 business days. Actions we may take in response to a report include:

- Nothing
- Verbal warning
- Temporary ban from certain spaces or forums
- Permanent ban from certain spaces or forums
- Removal of responsibilities (e.g. replacement of the investor director or board observer from the board)
- Termination of employment
- Report to legal authorities

If possible and appropriate, we will make a statement about the report and any actions we took, available to the parties involved. We strive to protect reporters or targets from retaliation whenever possible.

Licence

Thank you for Blackbird Ventures, Startmate, Airtree, Squarepeg, Rampersand, Blue Sky Venture Capital and Frame Shift Consulting LLC for providing the original code of conduct content that Inventure reviewed and used for the purposes of writing our code of conduct. Originally, we used this code of conduct under the CC Zero license.
