

This online community (the “Community”) is provided by Betterworks, Inc. (“we”, “us”, “our” etc.) as a free resource for users to network, share ideas, and get inspired. By joining our Community, you are agreeing to abide by and adhere to the following guidelines and terms (the “Terms”). It is our intention to create a safe and welcoming environment while providing you with the best opportunities to interact with other community users. Our guidelines and policies are simple. Any violations of these Terms will be reviewed and are subject to removal from the Community.

NOTE: This is not a forum or resource for legal advice. Community members are advised not to give or seek legal advice. We are not responsible for any legal outcomes or damages that arise from following advice, ideas, or suggestions offered within the Community.

## **Introduction**

- Diversity and inclusion make our Community strong. We encourage participation from the most varied and diverse backgrounds possible and want to be very clear about where we stand.
- Our goal is to maintain a safe, helpful and friendly community for everyone, regardless of experience, gender identity and expression, sexual orientation, disability, personal appearance, body size, race, ethnicity, age, religion, nationality, or other defining characteristics.
- These Terms and related procedures apply to unacceptable behavior occurring in all Community venues, including behavior outside the scope of Community activities — online and in-person— as well as in all one-on-one communications, and anywhere such behavior has the potential to adversely affect the safety or well-being of Community members.

## **Code of Conduct:**

### **Be Respectful**

- Always be supportive and helpful to others. Speak to others the way you’d like them to speak to you. Help us keep this place as accessible and inclusive as possible.

### **No Selling, no leads, no marketing, etc...**

- This space is designed strictly for business professionals to connect and learn from each other - No Selling will be tolerated.
- DO NOT contact a member in order to solicit them without their explicit permission.
- If you are contacted by another Community member with the intent to sell, recruit, survey a product, etc. please notify the Betterworks admin at [marketing@betterworks.com](mailto:marketing@betterworks.com).

### **Keep it in the Community**

- We have created this community to share advice, ideas, and inspiration. This information may include private information that should not be shared outside the Community unless given explicit permission or as required by law. You agree to respect the privacy, intellectual property, and personal rights of Community members that share information with you in confidence.

Unacceptable Behavior. You agree not to engage in any of the following:

- Conduct or speech which might be considered sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory or offensive in nature.
- The use of unwelcome, suggestive, derogatory or inappropriate nicknames or terms.
- Inappropriate attention or contact. Be aware of how your actions affect others. If it makes someone uncomfortable, stop.
- Violence, threats of violence or violent language.
- Any action that would violate applicable law

Participants are solely responsible for the content of all visual, written or audible communications, files, documents, videos, recordings, and any other material ("Content") displayed, posted, uploaded, stored, exchanged or transmitted on the Community. Under no circumstances will Betterworks be liable to participants for any loss or damages: (i) arising from any Content, or Content related errors or omissions; or (ii) incurred as a result of the use of, access to, or denial of access to the Content. Betterworks cannot guarantee the accuracy of any information submitted by any participant. THE COMMUNITY IS PROVIDED "AS IS" AND "AS AVAILABLE" AND BETTERWORKS MAKES NO REPRESENTATION OR WARRANTY OF ANY KIND, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE.