

# Aqualyst Participant Code of Conduct

## Aqualyst Values Statement

### Intentional Action

Above all, we believe that we can make the greatest strides toward a One Water solution by intentional action. We practice intentional action by clearly understanding what problems we are trying to solve and working to solve those problems with focused and mindful action. We think, speak, act, and collaborate intentionally and in ways that serve and create life, not deter or destroy it.

### Commitment to Continuous Learning

We are committed to continuous learning and improvement within our Aqualyst community. Learning happens everywhere between all members of our community and we are committed to maintaining openness to learning at all times. This also means that we provide each other with appropriate, well intentioned, honest, constructive, and actionable feedback. This allows us to continuously improve in our processes, our relationships, and our technology. We share our learnings, insights, experiences, and wisdoms within our community to accelerate knowledge transfer and individual plus collective evolution.

### Integrity

We value honesty in our relationships because we know relationships are built from repeated honest action. We expect the same honesty from our participants and mentors and expect all parties to be honest at all times. We stand by our words with action. We aim to be our diamond word. When we are not able to keep our word, we can always honor our word by informing others of the change in advance of the deadline, deliverable, or meeting. If we do not keep or honor our word, we ensure that we restore our word after the matter by stating the original commitment, the impact of not keeping the commitment (and not honoring the commitment), and a structure or system for ensuring integrity in the next case or event.

### Support Each Other

We are committed to creating a supportive and diverse community that values positive feedback and encouragement of one another's goals. The Pure Blue Aqualyst is a space that is free of harassment and discrimination in both our daily operations and our programming. Compassion and deep active listening are highly effective means of support.

### Think Global, Act Local

Pure Blue actively seeks to introduce globally relevant technologies for the mutual benefit of our participants and the Pacific Northwest Region. Our vision and mission is global. Our focus starting point is at home—the Puget Sound.

### CHEIF Communication

We practice and uphold each other to communication that is clear, honest, early, intentional, and frequent. Short, frequent updates to one's stakeholders are the building blocks of trusted relationships. Maintaining an open mind when listening is key to a mutually workable relationship.

## General Conduct

PureBlue and Aqualyst is a network of people who trust one another, often solely on the basis of participation in the Aqualyst program. The PureBlue community is strong because its members share a set of common values such as integrity, respect and accountability. We believe these are critical traits for founders to have. The continuing strength and value of this network hinges on the trustworthiness of its members. Founders who behave unethically put the reputation of the entire community at risk. Some examples of ethical behavior we expect from founders are:

- Treating Aqualyst participants and employees with fairness and respect. This includes maintaining positive, respectful, reliable, and timely communications among program participants, Lead Mentors, pro bono volunteers, subject experts, mentors, investors, Pure Blue connections, and Pure Blue staff
- Not using misleading, illegal or dishonest sales tactics.
- Being honest with investors and partners.
- Not harassing or threatening any participant, community member, employee, or anyone else.
- Keeping off-the-record or confidential information (whether about Pure Blue itself or an Aqualyst company) private and secret.
- Treating emails and other communications shared within the Aqualyst network as confidential, and not forwarding to non-Aqualyst businesses, investors, or the press.
- Not behaving in a way that damages the reputation of his/her company or of Aqualyst.
- Being honest in the Aqualyst application and interview process.
- Keeping your word, including honoring handshake deals, contractual obligations and the like.

## Providing Feedback

In accordance with our values, we hope that if you have feedback, positive or negative, we encourage mentors and participants to provide feedback in a directly to a member of Pure Blue staff.

## Safety

For the safety of our participants and guests, please follow the instruction of Pure Blue and Wedge Building staff at all times. Obey all lab rules and directions from staff regarding equipment in the coworking space.

## Harassment

Pure Blue Aqualyst has a zero-tolerance harassment policy. We aim to create a safe, open community that welcomes diverse members from all backgrounds and of all abilities. If you feel unsafe at any time, please speak directly with a member of Pure Blue staff.

### *Unlawful Harassment*

Harassment based on race, religion, color, creed, age, national origin or ancestry, sex, marital status, physical or mental disability, veteran or disabled veteran status, genetic predisposition/carrier status, sexual orientation, gender identity or any other basis made unlawful by any applicable law, ordinance, or regulation is prohibited under this Code of Conduct. Behaviors that may constitute harassment are:

- Epithets

- Slurs
- Negative stereotyping
- Intimidating or hostile acts
- Denigrating jokes
- Display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group
- Failure to provide equal consideration, acknowledgement or access to educational or professional opportunities

*Sexual Harassment*

Sexual harassment is prohibited under this Code of Conduct. Behaviors that may constitute sexual harassment include, but are not limited to:

- Verbal comments of an overtly sexual nature, whether in the form of jokes, innuendoes, slurs, or other statements
- The use of sexual business material or comments of a sexual nature not relevant to the business material being shared
- Remarks of a sexual nature about a person's clothing or body
- Remarks speculating about sexual orientation, activity or previous sexual experiences;
- Verbal harassment or abuse of a sexual nature
- Failure to provide equal consideration, acknowledgement or access to professional opportunities on the basis of gender
- The display of sexually offensive photographs, drawings, graffiti, computer graphics or programs
- Non-verbal behaviors of a sexually degrading or offensive nature, such as gesturing, leering or staring
- Unnecessary or unwanted touching, hugging, or brushing against a person's body
- Sexual assault, including rape
- Requests, demands or persistent pressure for sexual favors, particularly when accompanied by offer of rewards or threats of retaliation concerning work, promotions or other business opportunities

By signing my name below, I certify that I have read the above information. Any questions concerning these policies have been discussed. My signature also certifies my understanding of and agreement with the above policies. I understand I am responsible for all charges not paid by insurance. A photocopy of this document is as valid as the original. You may receive a copy of this document upon request.

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Aqualyst Participant