

NON-DISCRIMINATION POLICY

WE ARE COMMITTED TO INCLUSION AND RESPECT FOR ALL HUNTERS AND LANDOWNERS.

FELLOW HUNTER IS, AT ITS CORE, AN OPEN COMMUNITY DEDICATED TO BRINGING THE WORLD CLOSER TOGETHER BY FOSTERING MEANINGFUL, SHARED EXPERIENCES AMONG PEOPLE FROM ALL PARTS OF THE COUNTRY, DRAWING TOGETHER INDIVIDUALS OF DIFFERENT CULTURES, VALUES, AND NORMS FOR THE SHARED LOVE OF THE HUNT.

Last Updated: July 27, 2017

While we do not believe that one company can mandate harmony among all people, we do believe that the Fellow Hunter community can promote empathy and understanding across all cultures. We are all committed to doing everything we can to help eliminate all forms of unlawful bias, discrimination, and intolerance from our platform. We want to promote a culture within the Fellow Hunter community—Landowners, Hunters and people just considering whether to use our platform—that goes above and beyond mere compliance. To that end, all of us, Fellow Hunter employees, Landowners and Hunters alike, agree to read and act in accordance with the following policy to strengthen our community and realize our mission of ensuring that everyone can belong, and feels welcome, anywhere.

Fellow Hunter Landowners May Not:

1. Decline a Hunter based on race, color, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.
2. Impose any different terms or conditions based on race, color, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.
3. Post any listing or make any statement that discourages or indicates a preference for or against any Hunter on account of race, color, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.
4. Decline a Hunter based on any actual or perceived disability.

5. Impose any different terms or conditions based on the fact that the Hunter has a disability.
6. Substitute their own judgment about whether the Land meets the needs of a Hunter with a disability for that of the prospective Hunter.
7. Inquire about the existence or severity of a Hunter's disability, or the means used to accommodate any disability. If, however, a potential Hunter raises his or her disability, a Landowner may, and should, discuss with the potential Hunter whether the listing meets the potential Hunter's needs.
8. Prohibit or limit the use of mobility devices.
9. Charge more in rent or other fees for Hunters with disabilities.
10. Post any listing or make any statement that discourages or indicates a preference for or against any Hunter on account of the fact that the Hunter has a disability.
11. Refuse to communicate with Hunters through accessible means that are available, including relay operators (for people with hearing impairments) and e-mail (for people with vision impairments using screen readers).
12. Refuse to provide reasonable accommodations, including flexibility when Hunters with disabilities request modest changes in your Land rules, such as bringing an assistance animal that is necessary because of the disability, or using an available parking space near the unit. When a Hunter requests such an accommodation, the Landowner and the Hunter should engage in a dialogue to explore mutually agreeable ways to ensure the unit meets the Hunter's needs.

Fellow Hunter Landowners May:

- Provide factually accurate information about the Land's features, allowing for Hunters with disabilities to assess for themselves whether the Land is appropriate to their individual needs.

Personal Preferences

Fellow Hunter Landowners May:

1. Except as noted above, Fellow Hunter Landowners may decline to rent based on factors that are not prohibited by law. For example, except where prohibited by law, Fellow Hunter Landowners may decline to rent Hunters wishing to use hunting dogs, or to Hunters who smoke.
2. Require Hunters to respect restrictions on the premises such as disallowing the use building structures on the property.

NOTHING IN THIS POLICY PREVENTS A LANDOWNER FROM TURNING DOWN A HUNTER ON THE BASIS OF A CHARACTERISTIC THAT IS NOT PROTECTED UNDER THE CIVIL RIGHTS LAWS OR CLOSELY ASSOCIATED WITH A PROTECTED CLASS. FOR EXAMPLE, AN FELLOW HUNTER LANDOWNER MAY TURN DOWN A HUNTER WHO WANTS TO SMOKE IN ON THE PROPERTY, OR PLACE LIMITS ON THE NUMBER OF VEHICLES USED.

If the Landowner improperly rejects Hunters on the basis of protected class, or uses language demonstrating that his or her actions were motivated by factors prohibited by this policy, Fellow Hunter will take steps to enforce this policy, up to and including suspending the Landowner from the platform.

As the Fellow Hunter community grows, we will continue to ensure that Fellow Hunter's policies and practices align with our most important goal: To ensure that Hunters and Landowners feel welcome and respected in all of their interactions using the Fellow Hunter platform. The public, our community, and we ourselves, expect no less than this.

