

Non-Discrimination Policy

Last Updated: [20th April 2022]

By posting content in public areas on Meal Match, you agree to abide by these guidelines and all other [Policies](#). We reserve the right to remove any content, in whole or part, that violates these guidelines or our [Terms](#), or for any other reason at our sole discretion.

In the event of repeated or severe violations, we may suspend or permanently deactivate the account(s) in question.

You can flag or contact us about posts that appear to violate these content guidelines.

Our Commitment to Inclusion and Respect

Meal Match 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 world. It is an incredibly diverse community, drawing together individuals of different cultures, values, and norms.

Meal Match community is committed to building a world where people from every background feel welcome and respected. This commitment rests on two foundational principles that apply to all Meal Match's Members: **inclusion and respect**.

Our shared commitment to these principles enables every member of our community to feel welcome on Meal Match Platform no matter who they are, where they come from, how they worship, or whom they love. Meal Match recognizes that some jurisdictions permit, or require, distinctions among individuals based on factors such as national origin, gender, marital status or sexual orientation, and it does not require hosts to violate local laws or take actions that may subject them to legal liability. Meal Match will provide additional guidance and adjust this non-discrimination policy to reflect such permissions and requirements in the jurisdictions where they exist.

While we do not believe that one company can mandate harmony among all people, we do believe that Meal Match 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 Meal Match community—hosts, the Buyers and people just considering whether to use our platform—that goes above and beyond mere compliance. To that end, all of us, Meal Match employees and Members 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.

- **Inclusion** – We welcome Members of all backgrounds with authentic hospitality and open minds. Joining Meal Match, as a host or the Buyer, means becoming part of a community of inclusion. Bias, prejudice, racism, and hatred have no place on our platform or in our community. While hosts are required to follow all applicable laws that prohibit discrimination based on such factors as race, religion, national origin, and others listed below, we commit to do more than comply with the minimum requirements established by law.
- **Respect** – We are respectful of each other in our interactions and encounters. Meal Match appreciates that local laws and cultural norms vary around the world and expects hosts and the Buyers to abide by local laws, and to engage with each other respectfully, even when views may not reflect their beliefs or upbringings. Meal Match's members bring to our community an incredible diversity of background experiences, beliefs, and customs. By connecting people from different backgrounds, Meal Match fosters greater understanding and appreciation for the common characteristics shared by all human beings and undermines prejudice rooted in misconception, misinformation, or misunderstanding.

Race, Colour, Ethnicity, National Origin, Religion, Sexual Orientation, Gender Identity, or Marital Status

- Members **may not:**
 - decline to make a purchase or offer a Product for sale based on race, colour, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status;
 - impose any different terms or conditions based on race, colour, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status; or
 - post any Listing or make any statement that discourages or indicates a preference for or against any Member on account of race, colour, ethnicity, national origin, religion, sexual orientation, gender identity, or marital status.

Gender

- Kitchens **may not:**
 - decline to sell a Product to a Buyer based on gender;
 - impose any different terms or conditions based on gender; or
 - post any listing or make any statement that discourages or indicates a preference for or against any Member on account of gender.

Disability

- Kitchens **may not:**
 - decline a Buyer based on any actual or perceived disability;
 - impose any different terms or conditions based on the fact that the Buyer has a disability;
 - substitute their own judgment about whether a Product meets the needs of a Buyer with a disability for that of the prospective the Buyer;
 - inquire about the existence or severity of a the Buyer's disability, or the means used to accommodate any disability;
 - prohibit or limit the use of mobility devices;
 - charge more in fees for the Buyers with disabilities;
 - post any listing or make any statement that discourages or indicates a preference for or against any Buyer on account of the fact that the Buyer has a disability; or
 - refuse to communicate with the Buyers 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).
- Kitchens **may:**
 - provide factually accurate information about the Products accessibility features (or lack of them), allowing for the Buyers with disabilities to assess for themselves whether the Product is appropriate to their individual needs.

Personal Preferences

- Kitchens **may:**
 - except as noted above, decline to offer Products for sale based on factors that are not prohibited by law.

What happens when a Kitchen does not comply with our policies in this area?

If a particular listing contains language contrary to this non-discrimination policy, the Kitchen will be asked to remove the language and affirm the Kitchen's understanding and intent to comply

with this policy and its underlying principles. Meal Match may also, in its discretion, take steps up to and including suspending the Kitchen from Meal Match Platform.

If the Kitchen improperly rejects the Buyers on the basis of protected class, or uses language demonstrating that his or her actions were motivated by factors prohibited by this policy, Meal Match will take steps to enforce this policy, up to and including suspending the Kitchen from the Platform.

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

All capitalised terms shall have the meaning set forth in the [Terms](#) unless otherwise defined in this [Non-Discrimination Policy](#).