

This timeline is provided in connection with the written statement by Creative Commons regarding a complaint of alleged misconduct [link].

Original Investigation: 2014

- 8/25/14 Complaint filed with Creative Commons, investigation opened
- 8/26/14 Complainant interviewed; other investigations and interviews conducted
- 9/4/14 Investigation concluded, 8 business days after the initial complaint
- 9/5/14 Complainant informed of conclusion and discipline of accused employee

Accused employee informed of the conclusion they had violated the code of conduct, was issued a severe warning (including threat of future termination) to be included in their permanent employee file, and ordered to undergo workplace sensitivity training

Process and Policy Improvements Post-2014 Investigation

- Corporation instituted Code of Conduct for all staff gatherings, announced September and published October 2014
- All staff directed to take online harassment training course, completed early January 2015
- Summit Code of Conduct established for 2015 Summit (and for every Summit thereafter). All attendees must affirm they will abide by the code in order to attend.
- Updates to [then-current employee Handbook](#) made October 2014
- Further changes to employee handbook [published](#) September 1, 2015
- Global Network Charter adopted, including [Code of Conduct](#), July 11, 2017
- Further updates to employee handbook [published](#) March 15, 2018
- Code of Conduct for Employees [updated](#) March 4, 2018
- Code of Conduct for Board and Officers [updated](#) March 4, 2018
- Code of Conduct updated for annually for Summits ([latest 2018](#))

Open Letter to Board and Submission to CC Audit Committee

9/24/18 Complainant posts article on weblog and twitter account, indicating they will be sending an open letter to Board

9/27/18 Complainant posts open letter to the Board

9/28/18 CC Chair posts "[Board statement on harassment, openness, and CC community](#)" on CC weblog, including avenue for complaints to be submitted

Submission received by CC Audit Committee from complainant requesting review of two issues

Review of submission formally commences

10/17/18 Review concluded, complainant informed of outcome of review of submission by Audit Committee Chair and Chair of the Board of Directors