



Tech has fundamentally changed our world. Where we go from here is up to us.

I understand that for my good intentions to actually matter, I must make myself accountable to my community.

I commit...

- to take responsibility for what I create.
- to only help create things I would want my loved ones to use.
- to pause to consider all consequences of my work, intended as well as unintended.
- to invite and act on criticism, even when it is painful.

- to ask for help when I am uncertain if my work serves my community.
- to always put humans before business, and to stand up against pressure to do otherwise, even at my own risk.
- to never tolerate design for addiction, deception or control.
- to help others understand and discuss the power and challenges of technology
- to participate in the democratic process of regulating technology, even though it is difficult.
- to fight for democracy and human rights, and to improve the institutions that protect them.
- to work towards a more equal, inclusive and sustainable future for us all, following the United Nations global goals.
- to always take care of what I start, and to fix what we break.

I take this pledge as an individual working to make tech a force for good in society, and I will challenge everyone I work with to do the same.

# Tech Pledge 1

Technology companies have become powerful forces in the US and in the world. We have an opportunity and a responsibility to use that power to protect our users, employees, and values.

In the spirit of helping to preserve these shared values, we would like for companies to commit to the following pledge:

## **Keeping User Data Private:**

- We will only provide individual user data to governments under correct legal process.
- When legally possible, we will disclose requested statistics and notify users.
- We will commit legal resources as necessary to fight unconstitutional or illegal orders.
- We will not implement data privacy back doors on encryption.

## **Supporting Legal Immigration:**

- We will provide legal assistance and pay the costs incurred for our immigrant employees who face challenges with border searches, or the immigration system generally.
- We will provide support to efforts to keep the United States DACA policy in place.