

From: [An Airbnb Employee](#)

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To: [Brian](#), [nate](#), [joe](#), [beth.axelrod](#), [m.th](#), [rich.baer](#), [chris.lehane](#), [Ari.Balogh](#)

Cc: [legal](#), [airbnb-cn-aic](#)

Subject: An Airbnb's Senior Employee Ranks Female Employees by Their Appearances

The Honorable Executive Team of Airbnb Inc.,

We, representing a group of angry employees working with Airbnb's China BU, would like to formally raise our concerns with the Executive Team of Airbnb Inc. with regard to a serious gender discrimination misconduct by a senior leadership member of China BU, who is currently steering the company's core engineering, data sciences and design functions as well as the legal representative of the company's operating entity - Airbnb Internet (Beijing) Co. Ltd., in China.

During his long tenure as the utmost head of Airbnb's technical task-forces in China, he has a tracked record of sexism speech and inappropriate action at the workplace of Airbnb (sometimes even outside of the workplace) towards some employees. A famous public quote from him - "I just don't quite understand why some candidates couldn't pass the Core Value Interviews. I don't respect the values at all but I can easily perform myself to pass the interviews. I can teach those guys to pass the interviews."

The latest action by him is also extremely astonishing and unacceptable in any decent and responsible companies around the globe. Based on his personal tastes on female's appearance, he orally drafted an internal ranking of the company's female employees in Beijing, China and San Francisco, CA. The extraordinary ranking was widely circulated by him within the company's China BU and triggered unbearable mental pressures on the female employees who was listed in the ranking. More importantly, some of senior-level employees (even some local leadership team members) of the China BU also proactively involved in the toxic discussions and made no action against the appalling behaviors.

We have completely lost our confidence to address the issue and are full of fear to speak up within the China BU level. We are badly worried about the potential strikes of retaliatory from the executive level of the BU - With all due respect, China BU has a tracked record of prohibiting freedom of speech within the company and "localizing" core values. Hong Ge, who is the formal Global VP and Head of China and resigned his role due to various similar behaviors, also has left the legacy of misconducts on sexual/gender fields in China BU for a long time.

Hence, we strongly urge the Executive Team of Airbnb Inc. to take immediate and appropriate actions to initiate an independent and comprehensive inquiry on this issue and the systematic problems within the company (especially in the China BU) and disclose the results with the company's employees in a transparent and efficient manner.

We reserve our rights to bring any type of dispute, claim, and litigation against Airbnb Inc. and its legal entities in the People's Republic of China in any proceeding as we are entitled to

under our Employment Contracts and applicable laws and regulations, including bringing any individual disputes, claims and litigation in front of the federal courts in the United States of America, the state courts in the California State, the people's courts/labor arbitral tribunals in the People's Republic of China and other applicable jurisdictions. We also reserve the rights to share the information with Board of Directors of Airbnb Inc. and any third-parties including general public, governmental bodies, non-government organizations as well as media outlets in China and the rest of the world for the sake of justice.

Again, we were hoping that the company could address this issue and honor its Diversity and Inclusion commitments as you always said with outside. It is particularly valuable and important during the sensitive period globally.

Respectfully,

Your angry employees around China