



## Job Seeker Voices of Hope - Community Guidelines/Rules of Engagement

### Introduction

Welcome to Hiring for Hope's **Voices of Hope**, a free, safe, informative and supportive **online networking and support community!** We encourage anyone over the age of 15 to join. Whether you are trying to find your next job, next career, or make the best out of your current situation – there are others out there just like you. Your use of this network is subject to these Community Guidelines and is intended for **personal use for career management purposes only.**

Please be aware that this environment is heavily monitored and will be protected at all times. By following these Community Guidelines, we can make our Voices of Hope community a truly useful resource for job seekers.

### Community Intent

This environment is designed to be a welcoming, open, positive, safe and non-judgmental space that respects, listens, and provides support and HOPE to each participant. It is a supportive place for you to share your story and experiences with others, and feel comfortable collaborating and networking with others so you realize that you are not alone. We encourage shared opinions and informative discussions between members who may have different points of view. However, please be polite and respectful in your interactions with other members at all times.

### Rules of Engagement

Following is a list of our **Rules of Engagement** which were written to preserve this space for its intended use, and eliminate any confusion. Thank you in advance for your understanding and compliance with the following:

1. **Expressing a non-supportive view regarding any of the issues for which we provide services and support is prohibited.** There are numerous other organizations for this purpose. We suggest you join them instead.
2. **Any solicitation of our members without the prior written consent of an official Hiring for Hope company representative in any way is strictly prohibited.** Please be aware that we continually monitor all content in our Voices of Hope and mainstream social network communities. If you are here for this purpose, don't bother, your account will be immediately deactivated without a warning. Please also know that we are very savvy when it comes to social media. We know what solicitations masquerading as spam, "friend requests", and comments look like. Please don't waste anyone's time.



3. This network is **for personal use for career management purposes only**. If we see promotional posts or content that doesn't relate to the general premise of this group (career management), we will delete them and your account immediately. This no tolerance approach is not intended to offend or upset anyone—it is intended to help push forward the best content and opportunities to connect, and to stop shameless self-promotion. Hiring for Hope's Voices of Hope network is aimed at helping one another, not an all-access lead list.
4. **You may not sell or promote yourself and/or any fee based services of any kind.** This community is explicitly focused on providing great content and advice, and therefore we do not endorse any fee-based product or service for job seekers unless it has been previously cleared in writing by us. Any overt advertising of fee-based offerings will be immediately deleted and will result in your account being deactivated and your name and email blocked by our **Social Media Monitoring Team**.
  - A. We realize that there are some terrific authors of content who have great advice to dispense. If you are such an author, we ask that you **focus on those aspects of your business that are free**, including content, advice, articles, etc. This is to avoid any confusion or perception of "bait-and-switch" tactics under the guise of "free help".
  - B. We operate our own job placement services. Consequently, **if you represent a search firm, you may not sell your services, headhunt our members, or promote your organization in any way without prior written authorization to do so**. However, as our only interest is in helping job seekers find gainful employment, we are open to exploring creative national partnership arrangements that will help us collectively get job seekers back to work more quickly.

## Community Guidelines

### Content/Tone/Privacy

#### Profiles, Actions, and Other Posted Materials

- You are personally responsible for any content that you publish
- All content should be submitted in English
- You control how, and to what extent, the content you contribute is shared with other members
- Be sure to adjust your Privacy Settings to your desired comfort level upon joining.

Hiring for Hope provides a venue through which members of the public may create profiles, create actions and post other user content on the **Voices of Hope** social network. User submissions remain the intellectual property of the individual user. By posting content on the social network, you expressly grant Hiring for Hope non-exclusive, perpetual, irrevocable, royalty-free, fully paid-up worldwide, fully sub-licensable right to use, reproduce, modify, adapt, publish, translate, create derivative works from, distribute, transmit, perform, and display such content and your name, voice, and/or likeness as contained in your user submission, in whole or in part, and in any form throughout the world in any media or technology whether now, known or hereafter discovered, including all promotion, advertising, marketing, merchandising, publicity and any other ancillary uses thereof related to the social network and any derivative works thereof, and including the unfettered right to sublicense such rights, in perpetuity throughout the universe.

The use and disclosure of personal information included in any user submission is subject to the terms of the Hiring for Hope Privacy Policy. Any such user submissions are deemed non-confidential and Hiring for Hope shall be under no obligations to maintain the confidentiality of any information, in whatever form, contained in any user submission. In addition to the foregoing, you grant any participant in an action you create, a non-exclusive license to use, reproduce, distribute, display and perform such action as permitted through the functionality of the social network and under these terms.

### **Zero tolerance policy for inappropriate material**

You are prohibited from posting or sending any unlawful, threatening, defamatory, libelous, obscene, pornographic or profane material or any material that could constitute or encourage conduct that would be considered a criminal offense or give rise to civil liability, or otherwise violate any law. Such violations may subject the sender and his or her agents to civil and criminal penalties. You further understand and agree that sending unsolicited commercial email or any other types of advertisements to any user of the *Voices of Hope* social network or through voice computer systems is expressly prohibited by these terms. Any such unauthorized use of our computer systems is a violation of these terms and applicable "anti-spam" laws.

While we do not screen content before it is posted, we do reserve the right to remove content that is inappropriate, and/or is non-supportive. If you observe and/or experience any type of objectionable behavior and/or content, are contacted by a headhunter, and/or receive a solicitation for a product or service of any kind, we encourage you to report it to us immediately via our website.

### **Be considerate of others.**

- Respect others' privacy
- Display sensitivity for topics that may be considered objectionable or inflammatory
- Try to add value by providing information and perspective that is worthwhile and supportive

Our community reflects a diverse set of customs, values, and points of view. Don't be afraid to be yourself, but do so respectfully and in a supportive manner.

### **Copyright**

For our protection as well as yours, respect copyright, fair use and financial disclosure laws.

- Never quote more than short excerpts from someone else's work
- Don't cite or reference someone else's work without also detailing the source
- If you make a reference to someone else's work, it is a good general blogging practice to also provide a link back to that source
- Don't steal videos and photos and pass them off as your own. If you see a photo or video that you have created in another member's profile that you have not authorized, don't panic. It's probably just a misunderstanding. Please contact them and politely ask them to remove it. If this approach is not effective, then let us know.

If you repeatedly infringe on others' intellectual property rights, we will disable your account.

## Safety

We do our best to keep **Voices of Hope** safe, but we need your help. Please be aware of and commit to the following:

- You will not collect users' content or information, or otherwise access *Voices of Hope*, using automated means (such as harvesting bots, robots, spiders, or scrapers) without our permission.
- You will not share your password, let anyone else access your account, or do anything else that might jeopardize the security of your account. Please ensure that you log off of your account when you are done participating so that others cannot contribute content in your name without your knowledge.
- You will not transfer your account to anyone without first getting our written permission.
- You will not upload viruses or other malicious code.
- You will not develop or operate a third party application containing, or advertise or otherwise market alcohol-related or other mature content.
- You will not do anything that could disable, overburden, or impair the proper working of *Voices of Hope*, such as a denial of service attack.
- You will not facilitate or encourage any violations of this Statement.

## Liability

To the maximum extent permitted by applicable law, Hiring for Hope, any other party (whether or not involved in creating, producing, maintaining or delivering this social network) and the Board of Directors, employees, shareholders, volunteers, or agents of Hiring for Hope exclude all liability and responsibility for any amount or kind of loss or damage that may result to you or a third party (including without limitation, any direct indirect, punitive or consequential loss or damage or any loss of income, profits, goodwill, data contracts, use of money, or loss of damage arising from or connected in any way to business interruption and whether in tort (including without limitation negligence), contract or otherwise) in connection with the social network site in any way or in connection with the use, inability to use, or the results of use of the site, any websites linked to the site, or the material on such websites, including but not limited to loss or damage due to viruses that may affect your computer equipment, software, data or to her property on account of your access to, use of, or browsing the site or your downloading of any material from the site or any website linked to the site.

Nothing in these terms and conditions shall exclude or limit Hiring for Hope's liability for (I) fraud: willful misconduct or gross negligence; (II) death or personal injury caused by its negligence; or (III) Any liability which cannot be excluded or limited by law.

## Third Party Sites

This social network contains links to web sites that are not owned, operated or controlled by Hiring for Hope or its affiliates. All such links are provided solely as a convenience to you. If you use these links, you will leave this social network. Neither we nor any of our respective affiliates are responsible for any content, materials or other information located on or accessible from any other web site. Neither Hiring for Hope nor any of its respective affiliates endorse, guarantee, or make any representations or warranties regarding any other web

sites, or any content, materials or other information located or accessible from any other web sites, or the results that you may obtain from using any other web sites. If you decide to access any other web sites linked to or from this social network, you do so entirely at your own risk.

### **Modifications to Terms and Conditions**

Hiring for Hope reserves the right to revise the terms and conditions of these Community Guidelines at any time by modifying or updating this posting, except where other notice or consent is required by law. Your use of this social network on or after the effective date of any such modification or update will constitute your acceptance of these Community Guidelines as modified and/or updated. These Community Guidelines were last revised on February 01, 2011 and were drafted with the intent of ensuring that everyone within our community has their desired experience. It's important that you take these guidelines seriously and moderate your content and your behavior responsibly and be supportive to all members.

### **Contact Us**

If you ever have any questions, comments, feedback, and/or suggestions of any kind, we'd love to hear from you. Please feel free to connect with us via the multiple means provided on the **Connect With Us** page of our website.

By checking the box during our electronic sign up process, you agree that you have read, understand, and will abide by all the rules and conditions outlined within the Voices of Hope Community Guidelines/Rules of Engagement. Additionally, you understand that any violation of the above Guidelines may result in the immediate deactivation of your account.