



## Voices of Hope - Community Guidelines

**Welcome to Hiring for Hope's "Voices of Hope" Social Network!** We encourage anyone over the age of 15 to join. This network was created to provide a positive, safe, and supportive place to share your story and experiences with others. It is intended to be a place where you can feel comfortable collaborating and networking so you realize that you are not alone.

Our environment is designed to be a welcoming, open, and non-judgmental space that respects, listens, and provides support and hope to each participant. We encourage shared opinions and informative discussions between members who may have different points of view. However, please remember to be polite and respectful in your interactions with other members at all times. Your use of this network is subject to these Community Guidelines and is intended for **personal use only**. If for whatever reason you find that you are unable to abide by them, you are most likely in the wrong place.

**Any solicitation of our members in any way is strictly prohibited without the prior written consent of an official Hiring for Hope company representative.** Please be aware that we continually monitor all content in our community. If you are here for any of the following reasons, don't bother, your account will be immediately deactivated without a warning.

- Expressing a non-supportive view regarding any of the issues for which we provide services and support. There are numerous other organizations for this purpose. We suggest you join them instead.
- Headhunting any of our job seekers. Most of our staff is from the Human Resources and Staffing industry. We recognize this type of behavior a mile away.
- Our network is for personal use only. If we find you selling products, services, yourself, and/or hosting web graphics like banners and logos we will immediately deactivate your account. Please be aware that we are also very social media savvy and we know what solicitations masquerading as spam, "friend requests", and comments look like. Please don't waste anyone's time.



## **Community Guidelines**

Following are a list of guidelines which were written to help us all preserve this space for its intended use. It is also our hope that they serve as a useful tool as you learn to use this wonderful free service.

### **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 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.

#### **We have a zero tolerance policy for any 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, in a language other than English, and/or is non-supportive. If you observe and/or experience any type of objectionable behavior and/or content, have a headhunter contact you, 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.

#### **Please 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 others videos and photos and pass them off as your own. If you see a photo or video that you have created in another members 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 January 15, 2010 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 our website.

By checking the box below, you agree that you have read, understand, and will abide by all the rules and conditions outlined within the Voices of Hope Social Network Guidelines. Additionally, you understand that any violation of the above Guidelines may result in the immediate deactivation of your account.

(I agree Box)