



# RULES OF ENGAGEMENT FOR HRD 250 CLUB WHATSAPP CHATS



## Thanks for your support

We don't envisage that you will ever need to revert back to these rules, because honestly this stuff is common sense. But we do need everyone to read and sign up to the way things need to work in here so that we are all on the same page in terms of knowing what is and isn't acceptable.

We provide these spaces free to our members, but our resources at HR Ninjas HQ are limited and we don't have time to moderate conversations that don't stay within the rules.

With this in mind, we will remove rule-breakers and our decision is final. Basically, if you can't stick to our rules, we can't have you in our Whatsapp community! I think that's fair enough 😊

*Lizzie*  
x

## 1

### KINDNESS & RESPECT

Rule number one in HR Ninjas is always **be kind**.

This is not a space for anything other than support. We are all here because we believe in the philosophy of 'Stronger Together' and we help each other to rise by lifting each other up. HR is a tough gig at the best of times, so let's not make this harder for ourselves by tearing strips off each other! HR Ninjas admin team reserve the right to determine what is and what isn't kind and may result in a swift exit from the community! If in doubt, just don't say it.

## 2

### CONFIDENTIALITY

Our community is powered by mutual trust. Yes this is a closed private Whatsapp community- where everyone has been verified against our joining criteria - but no we cannot 100% guarantee your privacy! This is social media after all and anyone can screen shot/share what they see. So if in doubt, best not to say it/ share it.

Also – and this is super important – please NEVER contact anyone outside of the chat without their permission.

If someone does contact you without your permission, please let us know. We have a zero tolerance policy on this one because we want everyone to feel safe in here.

## 3

### PROMOTIONS & RECOMMENDATIONS

We know that having 250 HRD's in a Virtual Room is the ideal audience for a lot of businesses but however tempting it might be, please don't promote your own business, side hustle, friend, family member or acquaintance's business here.

Where a Member is asking for services / products to be recommended, they are looking for genuine recommendations, this means you should

♥ only recommend a product or service that you have been a paying customer of AND have no/have never had an affiliation with

♥ Always say why you're recommending to help them with their decision making



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### SHARING HR JOBS

We love helping match HR Job Sharers and Job Seekers! Once uploaded to our Community Jobs board your HR Jobs can be shared into our HR Ninjas Facebook Group & our Secret HR Jobs Club Facebook Group as well as in the HRD 250 Club WhatsApp Chat.

**You can upload your HR Jobs here!**



### LET LIZZIE KNOW

If you have something that you think is important that the other HRD's see but you're unsure if you should share (see recommendations/promotions), Let Lizzie Know. Drop a DM and she'll give you a guide.

If you've had a promotion (yay!) or you're moving companies, Let Lizzie Know. Drop Lizzie a DM and we'll make sure that you're placed in the right HRD 250 Club for your peer group.



### ONE OUT, ONE IN

As you know, we've purposely kept the group numbers small. We think this is the right number of Members for a WhatsApp Community to make sure that the content of the chats is relevant and well engaged with. For this reason, we will not go over out 250 cap and instead operate a waiting list.

If over an extended period of time you've chosen to mute the conversation and/or you don't interact with the group then don't worry about there being any hard feelings (there isn't any) we'd rather free up the space to allow another HRD into the space who may find what they need here with us. Just Let Lizzie Know so we can manage our Waiting Lists.



### PSYCHOLOGICAL SAFETY

As part of the joining criteria, you've agreed that we can share:

- ♥ Your Name
- ♥ Your Job Title
- ♥ Your Company Name

in an introduction to the other Members of the HRD 250 Club. We will not share any other information or data with members, partners or third parties without your prior consent.