People
Over Perks

by ◆ **Leapsome**

Welcome to People Over Perks!

This group was created and is actively managed by Leapsome, the people enablement platform that helps organizations (and the people that make them) prosper. To support People Ops/HR professionals like you, we continuously create educational content with the help of industry experts — including eBooks, People Ops Playbooks, downloadable templates, as well as the People Over Perks podcast and newsletter. And, as you now know we host this Slack community!

To make sure our community is a safe space to ask questions and exchange ideas, we have built this **Code of Conduct** and expect all members to adhere to these guidelines.

We expect our members to act in a way that creates an environment that is safe and enjoyable to be a part of, regardless of who you are. We do not tolerate harassment in any form. Participants asked to stop any harassing behavior are expected to comply immediately, and this Code of Conduct helps us maintain our community standards.

If you have any questions, suggestions, or concerns, please contact one of our moderators — we have **[POPs]** before our usernames, so it's easy to reach us. 😉

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Introduction

- Diversity and inclusion are core pillars of our community. Only if people of diverse backgrounds and opinions come together without fearing any harassment, will we have fruitful discussions.
- This means we want to provide an enjoyable environment for everyone regardless of experience, gender identity, sexual orientation, disability, personal appearance, body size, race, ethnicity, age, religion, or nationality.
- This applies to all communication in the community (public and private), as well as all events (online and offline) organized by People Over Perks.

Expected Behavior

Please embrace these principles whenever you interact with anyone in the community:

1. Be respectful.
2. Be kind.
3. Be active — the community depends on you.
4. Look out for each other.
5. Use English as a common language.
6. What happens in the community stays in the community — this is a safe space.

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Unacceptable Behavior

This list does not cover every case. Each interaction is unique. Ensuring that your behavior does not have a negative impact is your responsibility.

1. Behavior or speech which might be considered sexist, racist, homophobic, xenophobic, transphobic, or otherwise discriminatory or offensive.
2. Intimidation or harassment (online or in-person).
3. Disrespect towards other opinions or constructive feedback.
4. Sustained disruptions or spamming or sharing of irrelevant content.
5. Violence, threats of violence, or violent language.
6. No technical Leapsome support requests — for that, our support channels are best.
7. Unsolicited advertising of products and services in all channels, including unsolicited service offers via DM/personal message to other members.
8. Direct and indirect advertising of other HR SaaS companies.
9. Sales outreach in all channels, including unsolicited service offers via DM/personal message to other members.

If anyone experiences any of these unwanted behaviors, please contact a community moderator.

Enforcement

- As it is in real time, Slack is actively administered.
- Understand that speech and actions have consequences, and unacceptable behavior will not be tolerated.

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- If you are the subject or witness of any violations of this Code of Conduct, please contact peopleoverperks-community@leapsome.com.
- If violations occur, organizers will take any action they deem appropriate for the infraction, including expulsion.

Portions derived from the [BBC Ways of Working] (bbc-news.github.io/bbc-news-slack/code-of-conduct.html) and the [Slack Developer Code of Conduct] (api.slack.com/community/code-of-conduct).