HCL Masters
Code of Conduct

The guide for Masters and Grandmasters helping partners and customers around the world, in person and online!

HCL Master

Code of Conduct
for HCL Masters & HCL Grandmasters
July 2019

HCL Masters are sales, marketing or technical experts who passionately share their knowledge with the community and the HCL Master Award is our way of saying "Thank You" to these fantastic community leaders. We recognise that being great at what you do is an achievement that we want to celebrate with you.

However, it's not enough to be a great technologist or sales leader that can amplify to the broad community – we also expect that HCL Masters exemplify our values and display community spirit in a positive way by conducting themselves with respect and restraint whenever they engage with others outside or inside the Masters program.

To put it simply, your individual character and leadership really matter to us.

This summary of HCL's minimum expectations is intended to provide individuals considering participation in the HCL Master Program and the public with the standards we put forth for our community of HCL Masters.

Minimum expectations for HCL Masters

1. Obey the Law of the Land. Follow the laws for your country or the country you are in. While travelling, be respectful of other laws and cultures. Don't be involved in illegal activities such as: software piracy, distribution of banned or illegal materials, harassment or abuse (verbal, sexual, racial, religious or otherwise).

2. Discrimination or Harassment. HCL is committed to providing a harassment-free experience to Program participants regardless of age, ancestry, colour, gender identity or expression, marital status, medical condition, national origin, physical size, physical or mental disability, political affiliation, veteran status, race, religion, sex (including pregnancy), sexual orientation, or technology choices. Harassment is unwelcome verbal, physical or virtual behaviour based on the characteristics identified above.

3. Sexual harassment. Sexual harassment is unwelcome verbal, physical or virtual behaviour based on sex and includes gender-based harassment of a person of the same or different gender. Examples of sexual harassment include, but are not limited to:

   a. Unwelcome sexual advances

   b. Sexual comments or inappropriate gender-based jokes

   c. Excessive, unwelcome romantic attention

   d. Offering or conditioning an employment benefit or preferential treatment, like a promotion or job assignment, in exchange for sexual favours

   e. Unwelcome physical contact

   f. Sharing or displaying sexually explicit content

   g. Using sexually degrading words

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4. Protecting HCL's reputation. Do not make statements, written or verbal, that would be considered libel or slander towards HCL.

5. Protecting your own reputation. Do not cause offence to others, inside or outside the program. Be respectful and courteous at all times when dealing with your peers or members of the public.

6. Preserving Confidentiality. HCL Masters will get access to Alpha and Beta software, programs or roadmaps to evaluate and feedback ideas and information. This is a privilege of being part of the HCL Master program and you should be mindful of what you share. Violations of this trust will not be tolerated and will be passed along to HCL's legal department.

7. Respect others work. Do not plagiarise the work of others. Ask for permission before posting other's work and attribute the original creator.

8. Responsibility. You are entirely responsible and liable for your own actions, whether physical, verbal or written.

About HCL Software

HCL Software is a division of HCL Technologies (HCL) that operates its primary software business. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes. HCL Software has offices and labs around the world to serve thousands of customers. Its mission is to drive ultimate customer success with their IT investments through relentless innovation of its products. For more information, To know more please visit www.hcltechsw.com. Copyright © 2019 HCL Technologies Limited