



WORKING AGREEMENT

(For HackYourFuture Denmark)

“Working agreements are guidelines that define how groups want to work together, and what they want in the working environment and from each other to feel safe and free to learn, explore and discover.”

1) ATTENDANCE

I will attend the session/workshops on Sundays from 12:00 - 16:00. In case of illness or other reasons for not being available on Sunday I will inform the mentors and HackYourFuture staff by posting in the team channel at **9am** the latest on the day, that I cannot attend the session. **Writing at 11:45 on Sunday is too late.** The same applies to all extra events organized by HackYourFuture.

HackYourFuture acknowledges and respects everyone's personal boundaries and privacy and understands that not everyone feels comfortable sharing their reasons openly in the Slack team channel. If I find myself in a situation where I am unable to participate, I am committed to **informing the staff**, as I would in a professional employment setting.

Transparency about the reasons for not attending helps the HackYourFuture staff better accommodate your needs and ensures that issues can be addressed effectively.

2) SLACK

I understand that **Slack** is the main communication tool used at HackYourFuture. Emails, text messages, Facebook, WhatsApp etc. should only be used when I cannot reach anyone with Slack.

I will install the Slack app on **my computer and phone to** communicate with my teammates, mentors and HackYourFuture staff. I will be active on Slack at least once every 2 days (but ideally daily).

Being active in this context means that we can rely on a response from you within a MAXIMUM of 48 hours via Slack.

3) SELF-STUDY/HOMEWORK ASSIGNMENTS

I will spend **at least** 25 hours per week on self-study and practicing my programming skills (not including the Sunday workshops). I understand that this is necessary if I want to find a job or an internship after completing the program. I will hand in my weekly assignment according to the guidelines given to me by the mentors and the HackYourFuture staff.

4) DELIVERING ASSIGNMENT

I understand that my assignment submissions are recorded and monitored and that it is my responsibility to deliver my assignment for each week of each module. I understand that the assignment deliveries will be checked at the end of every module and that it is required from me to deliver my assignments.. All of the assignments from a module must be submitted before the start of a new module, the deadline being 12:00 on the Sunday where the new module begins*.

I understand that failing to deliver assignments will trigger the three-strike system below:

1. Strike Issuance: Not delivering an assignment on time may result in one strike. you will be informed by your Team Responsible about each strike you accumulate.
2. Accumulation: Accumulating three strikes triggers a review process by the HackYourFuture staff regarding your suitability for the bootcamp.
3. Staff Meeting: Upon reaching three strikes, the staff will request a meeting with you to understand any underlying issues preventing timely assignment submissions and conditions to continue the bootcamp.

** For example, when the JavaScript 1 module has had its last session and ends on Sunday, the following Sunday (a week from the last session) at 12:00, right before the JavaScript2 module begins, the assignment delivery will be checked and a potential strike reached.*

4.1) Assignment reviews

I understand that a late assignment submission removes my right to get a review for the assignment. **A late submission means that I submitted the assignment of the week later than on Thursday.** I understand that I can have late assignment submissions as long as I stay within the boundaries described in the section above and I will accept the consequence of not having a right to get a review in the case of a late submission.

4.2) Homework authenticity and quality

I understand that plagiarism is unacceptable in HYF and I have to write the code that I submit by myself. I understand that it is permissible to consult mentors and peers as well as use code generation or clarification tools, however, it is **my own responsibility** to make sure that I understand and can explain each line of the code that I submit. In addition, I understand that I must make sure that my code is well-formatted, tidy and clear for the potential reviewer to read. Your understanding of each line of your code will be tested at various points throughout the program.

Remember, if you are struggling with an assignment, communicate with us (your teammates, mentors & HackYourFuture staff) and we will together figure out how we can support you.

5) COURSE MILESTONES AND MY PERFORMANCE

I understand that **HYF is not a continuous course** that I can go through without proving that I meet the performance standards. In the bootcamp there are currently 2 milestones. I understand that I must perform to a satisfactory level* in both milestone assessments, or I will be asked to take a break from the course.

**What defines a satisfactory level? It means consistently meeting assignment delivery requirements, actively participating and engaging in Sunday sessions, and showing progress, such as explaining your code.*

5.1) Program Expectations: Surveys and Updates

I understand that when I start HackYourFuture's free program, I will collaborate to the best of my ability in collecting relevant data by filling out the Lind Foundation survey*. Additionally, I will inform and update the HackYourFuture staff if I obtain an internship or employment during or within 2 years after graduation from the program.

**The Lind Foundation survey has been created in collaboration with our partner, Lind Foundation, and will be used to generate a report on HackYourFuture's social impact and activities. Your responses will not in any way impact your affiliation with HackYourFuture and will be anonymised before being shared with Lind Foundation.*

6) GITHUB ACTIVITY

I understand that GitHub activity is an important measure of my development as a programmer. The HackYourFuture staff uses my GitHub profile to help me find employment after the course. I understand that the HackYourFuture staff can only recommend me to a company if I have an **active GitHub profile** and **competent**

portfolio that reflects my work at HackYourFuture.

7) PARTICIPATING IN COMMUNITY & EVENTS

I understand that participation in events like meetups, conferences and extra workshops are helpful and necessary for me to build & strengthen my professional network and land a job after the HackYourFuture program. I understand that I need to *make an effort* to attend and help out at community events held by HackYourFuture, such as graduations, summer parties, Julefrokost, etc. I understand that if I never join any of these extra events or engage in the developer community, I might not get the same support with finding jobs as other trainees who commit more time to it. HackYourFuture is all about community. I will make an effort to take part in the community by helping my teammates, organizing study groups or motivating other teammates to join for events/workshops.

HackYourFuture can pay for your travel expenses related to community events that HackYourFuture organizes and in some cases external events that HackYourFuture suggests trainees to attend (this must be discussed with the HYF staff members beforehand). Money should not be a barrier to participating. Fines, parking, and parking tickets incurred in relation to HackYourFuture classes and events will not be covered by HackYourFuture.

8) DROPPING DOWN

I understand that if I cannot follow the program anymore and want to continue in a future team, there are requirements I need to fulfill. Those requirements depend on my previous performance and behavior at HackYourFuture. As a general rule, every trainee is only entitled to attend each individual module once. I understand that following the rules of this working agreement will influence what requirements the HackYourFuture staff will have for me to rejoin the course after dropping out.

Note: It is entirely up to the Team Responsible if there is room & capacity for adding another trainee. Once you have dropped out of your initial team, there is no guarantee that you can re-join in another team.

9) CODE OF CONDUCT

I understand that HackYourFuture has a Code of Conduct and I understand its contents (always accessible in the “curriculum” repository on GitHub and via the link

in the #general channel description on Slack) or
<https://github.com/HackYourFuture-CPH/curriculum/blob/master/code-of-conduct.pdf>

Breaking the Code of Conduct can lead to me being expelled from HackYourFuture.

9) CONSEQUENCES OF RULE BREACHES

I understand that HackYourFuture works with the three-strike system outlined in section 4 “*DELIVERING ASSIGNMENTS*” in case trainees fail to live up to the Working Agreement. If you do not comply with the Working Agreement, the staff will notify you and we will have a conversation about this.

Once the 3 strikes are reached, a follow up will be issued by the HackYourFuture staff and **it could result in a break** from the program.

Remember: Everything at HackYourFuture is being done for your own benefit and the goal of getting you ready for the job market.

I hereby agree that I read and understood the rules as written above

Anita Nersesyan

Full Name



Signature

16.01.2025

Date