

Policy Principles: Can You or Should You?



One of the most common questions we hear from founders, leaders, and people ops teams is:
“Can we create a policy that does ____?”

At HR House Rules, we flip that question on its head. Because yes, technically -as a business -you can do a lot. But the better question is: “**Should you?**”

Is this aligned with your mission and culture?

Just because something is legally permissible doesn't mean it aligns with your purpose.

For example: A wellness-focused company that restricts employees from using PTO for mental health? That's a brand misalignment waiting to backfire.

What's the risk - reputational, legal, or cultural?

Policies aren't just words on paper — they carry real consequences.

Ask:

- Could this decision expose us to liability?
- Will it damage employee trust?
- Is this a short-term fix that creates long-term dysfunction?

High risk without high clarity = policy failure.

Is it ethical and consistent?

HR House Rules believes in walking the talk.

You can't say you value inclusion while building policies that exclude.

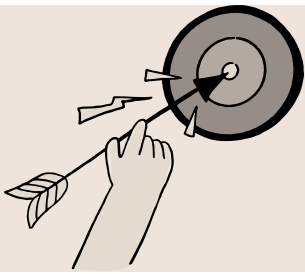
You can't preach empowerment but micromanage time off.

Integrity isn't optional — it's your company's backbone.



The Bottom Line

Don't settle for “Can we?” when you can lead with “Should we?” Smart HR is more than compliance - it's cultural alignment, ethical leadership, and people-centered strategy. When your policies are built with intention, your people (and your business) thrive.



“To see what is right and not do it is lack of courage.”

— Confucius

HR House Rules

At House Rules LLC, we’re redefining what it means to lead through people and purpose. We believe HR is not just a function — it’s the engine that transforms organizations from the inside out. Our work goes beyond compliance to ignite cultures where authenticity is celebrated, equity is non-negotiable, and growth is intentional.



Contact information

Ebony H. Bradshaw

Chief Impact Strategist

info@hrhouserules.com

<https://hrhouserules.com>

