

Onboarding - Policy Rule Operators

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What is a Rule?

Rules indicate what has to be true for the policy to apply.

Rules evaluate facts about the placement: state, job, employer, client, custom attributes you've defined, and so on.

A policy can have one rule or several combined together and you can require **all** conditions to match (an "And" group) or **any** of them to match (an "Or" group):

Rules

This policy applies when either **Tempworks Branch Name** is "St.Paul" or **Employer name** is "TWDemo".

^ Hide logic

OR Any of the following must be true

Employee attribute: Tempworks Branch Name is St.Paul

Employer name is TWDemo

This article provides every operator you can choose in the rule builder when you're creating a policy rule or a form-level condition.

Configuring Case Sensitivity

Text comparisons within rules will match need to match exactly unless you tell them otherwise.

For example, "California", "california", and "CALIFORNIA" are considered three different values to a rule, so a condition reading "Job State is in California" skips a record that stores "california" and/or "CALIFORNIA".

This can be configured via the "Aa" button when adding/editing the rules and form conditions. If enabled, the rule/condition is case-sensitive. If disabled, the rules will match regardless of case-sensitivity ("California", "california", and "CALIFORNIA" will all match):

Rules

Job state

is in

CA, California

Aa

+ Add condition

+ Add group

The toggle appears only on the operators that compare text including "is", "is not", "is in", "is not in", "contains", and "does not contain".

Equality Operators

These are used on any single-value fact including text, number, date, or a single-select option.

Operator	What it does	Input	Example	If the fact is missing?
is	Matches when the fact exactly equals the value.	Single value of the same type as the fact.	client.name is "Acme Corp"	False
is not	Matches when the fact does not equal the value.	Single value of the same type as the fact.	placement.custom_attributes.employment_type is not "Contractor"	True

A fact is missing when the record has no value stored for it. For example, an unpopulated custom attribute, or an address that was never saved. "is" returns "false" against a missing fact while "is not" returns "true".

Comparison Operators

These are used on facts that are numbers or dates.

Operator	What it does	Input	Example
less than	Matches when the fact is strictly less than the value.	A number or date.	employee.date_of_birth less than 2008-01-01
at most	Matches when the fact is less than or equal to the value.	A number or date.	placement.custom_attributes.pay_rate at most 25.00
greater than	Matches when the fact is strictly greater than the value.	A number or date.	placement.custom_attributes.start_date greater than 2026-01-01
at least	Matches when the fact is greater than or equal to the value.	A number or date.	placement.custom_attributes.pay_rate at least 15.00

Membership Operators

These are used when the fact is a single value and you want to check whether it's one of several acceptable values. For example, "any of these states" or "any of these client names."

Operator	What it does	Input	Example	If the fact is missing?
is in	Matches when the fact is one of the listed values.	Comma-separated list of values.	job.address.state is in California, Oregon, Washington	False
is not in	Matches when the fact is not one of the listed values.	Comma-separated list of values.	client.name is not in "Acme Corp", "Beta Inc"	True

A record with no stored value for the fact falls **out** of an "is in" condition, and falls **into** an "is not" in condition. A rule reading "employee.address.state is not in CA, NY" matches an employee with no address at all. If you need a negative condition, pair it with a second condition requiring the fact to exist.

List Membership Operators

These are used when the fact itself is a list (typically a multi-select field) and you want to check whether a particular value sits inside it.

Note Please keep in mind that "contains" and "is in" look similar but flip which side is the list. For "is in", the value is a list, the fact is a single value. For "contains", the fact is a list, the value is a single value to look for inside it.

Operator	What it does	Input	Example	If the fact is missing?
contains	Matches when the fact (a list) includes the value.	Single value to look for inside the fact.	placement.custom_attributes.skills contains "Forklift"	False

Operator	What it does	Input	Example	If the fact is missing?
does not contain	Matches when the fact (a list) does not include the value.	Single value.	placement.custom_attributes.skills does not contain "Forklift"	True

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