

Job Board Terms of Use

Description of the Service

The WorkPlace Group's Job Board is an online service that is available for use to the public, where jobseekers may advertise their availability and apply for jobs and employers may advertise job postings and search for and contact jobseekers. The WorkPlace Group maintains the authorization to approve or deny jobseeker and employer profiles.

Registration and User's Obligations

Both jobseekers and employers using the Job Board agree to (a) provide true, accurate, current and complete information about themselves and (b) maintain and promptly update the user information to keep it true, accurate, current and complete. Users will be asked to set up a profile as part of the Job Board registration process. Users are responsible for maintaining the confidentiality of their profile and are fully responsible for all activities that occur under said profile. Users agree to (a) notify The WorkPlace Group immediately of any unauthorized use of their profile or any other breach of security, and (b) ensure that their account is properly exited at the end of each session. The WorkPlace Group is not liable for any loss or damage arising from a user's use or misuse of this service.

Privacy Policy

When users provide information on the Job Board, their consent is deemed to have been given for that information to be shared with other users of the Job Board. The WorkPlace Group does not use techniques that collect personal information about users without their knowledge. When users browse the site, The WorkPlace Group allows them to do so anonymously. The WorkPlace Group considers the protection of a user's privacy to be an important part of this service. For more information on the organization's approach to privacy protection, reference The WorkPlace Group's *Privacy Policy*.

The WorkPlace Group is not obligated to monitor, supervise or control the content of the Job Board and is not responsible for the use of the Job Board or the information disclosed on the site. Users agree to not hold The WorkPlace Group liable for the quality, safety or legality of the listings posted, the truth or accuracy of any information provided by users, or the ability of users (either jobseekers or employers) to fulfill the obligations or services advertised. The WorkPlace Group

does not have an obligation to control the information provided by users of the Job Board, including other jobseekers and employers, which is made available through the site. The WorkPlace Group cannot be held to fault in the event that material is found to be offensive, inaccurate or deceptive. Users acknowledge that risk is involved with posting personal information online and accept that risk, including all risks related to the potential disclosure of the information posted to the site. Please use caution, professional courtesy and common sense when using the site.

Modifications to the Service

The WorkPlace Group reserves the right at any time to modify or discontinue, temporarily or permanently, the Job Board without notice. Users agree that The WorkPlace Group shall not be liable to users or to any third party for any modification, suspension or discontinuance of the service. The WorkPlace Group makes no warranty that postings will be correctly processed or accepted or that the service will be free of technical difficulties.

Monitoring

The WorkPlace Group reserves the right, but is under no obligation, to monitor any activity and content associated with the Job Board. The WorkPlace Group may investigate any complaints or reported violation of the *Terms of Use* and take any action that it deems appropriate, which may include, but is not limited to, issuing warnings, suspending or canceling Job Board accounts, denying access, or removing any postings from the Job Board.

Termination of Access

Users agree that The WorkPlace Group, at its sole discretion, may terminate a user's profile and remove and discard any content within this service, for any reason, including lack of use or in the event where The WorkPlace Group believes that a user has violated or acted inconsistently with the letter or spirit of our *Terms of Use*. The WorkPlace Group may also at its sole discretion and at any time discontinue providing the service, or any part thereof, without notice. The WorkPlace Group may immediately deactivate or delete a user's account and all related information and files in their account. Further, users agree that The WorkPlace Group shall not be liable to you or any third-party for any termination of your access to the service.

Amendment to *Terms of Use*

Users acknowledge that The WorkPlace Group may at any time modify the Terms of Use and any service features, benefits or rules by posting the amended terms on www.theworkplacegroup.ca even though changes may affect the user. All amended terms shall be effective upon being posted on this site. The last revised date of the *Terms of Use* can be found in the footer of this document.

Limitation of Liability

The WorkPlace Group shall not be liable for any damages inflicted on the user in relation to the Job Board and all related services, however derived, including, but not limited to the following:

- those arising from these *Terms of Use*,
- the use or the inability to use the Job Board,
- the failure of the system to process or accept a listing, or
- The WorkPlace Group's modification or discontinuance of the service.

Report Violations

Please report any violations of the *Terms of Use* to Noeleen Tyczynski at info@theworkplacegroup.ca or 519-337-7377 ext. 23.