

## **Retail Council of Canada**

### **Job Connect: Terms & Conditions**

JobConnect is provided solely for informational purposes. Below, are our "Terms and Conditions" which govern JobConnect. By using JobConnect, you are indicating your acceptance to be bound by these Terms and Conditions. The Retail council of Canada ("RCC") may revise these Terms and Conditions at any time.

#### **Procedures**

1. Retail members may forward postings to [alocke@retailcouncil.org](mailto:alocke@retailcouncil.org). Members should inform RCC when a position has been filled and the posting should be removed.
2. Job seekers should reply to the posting firm, not to the Retail Council.

#### **Content**

3. Employers are solely responsible for the content of the job postings or other information that an employer provides for JobConnect. RCC is under no legal obligation to, and generally does not, pre-screen or control the content provided nor is it the role of RCC to monitor the recruiting or operational practices of companies. Employers agree that such employer content will not be false, inaccurate, misleading, unlawful, offensive, or otherwise in violation of any other obligation under these Terms & Conditions.
4. RCC requires employers who use JobConnect to adhere to the Employment Standards Act, The Ontario Human Rights Code, Occupational Health & Safety Act, and AODA in their recruitment and employment practices.
5. RCC has the right at its sole discretion to refuse or remove any job posting that it deems inappropriate for any reason or take other actions, however, RCC has no obligation to do so and disclaims any liability for declining or failing to take such action.

#### **Links to Other Sites**

6. JobConnect contains links to third party web sites provided solely as a convenience and not as an endorsement by RCC of the contents on such third-party web sites. RCC is not responsible for the content of linked third-party sites and does not make any representations regarding their content or accuracy.

#### **Indemnity**

7. RCC is not an employer or an agent of an employer or employment candidate with respect to any individual or entity using JobConnect and thus is not responsible for any employment decisions made by any individual or entity posting jobs on the portal.
8. Users of JobConnect agree to defend, indemnify, and hold harmless RCC and its officers, directors, employees and agents from and against any claims, actions or demands, including without limitation reasonable legal and accounting fees, resulting from any content or breach of these Terms.
9. The use of JobConnect is at your own risk. You assume all risks associated with dealing with anyone with whom you come in contact through this Site.

### **Term and Termination**

10. RCC may, at any time without notice or liability, and for any reason whatsoever, temporarily or permanently, terminate, change, suspend or discontinue any aspect of JobConnect. RCC reserves the right, in its sole discretion, to correct any errors or omissions within JobConnect's webpages at any time without notice, but confirms that it has no duty to do so. Your continued access and use of this website will mean that you agree to be bound by the most current version of the terms and conditions. Please check these terms and conditions periodically for any changes.

### **Additional Terms of Use**

11. Parts of JobConnect and this site may be subject to additional terms of use.