

PLEASE READ THIS ACCEPTABLE USE POLICY CAREFULLY BEFORE USING THIS SITE

1. General

- 1.1 This acceptable use policy sets out the terms between you and us under which you may access our website **www.crea8ingcareers.com** (“our site”).
- 1.2 This acceptable use policy applies to all users of, and visitors to, our site.
- 1.3 Your use of our site means that you accept, and agree to abide by, all the policies in this acceptable use policy, which supplement our terms of website use – [Website Terms](#).
- 1.4 **www.crea8ingcareers.com** is a site operated by Crea8ing Careers CIC (“we” or “us”). We are registered in England and Wales under company number 8700217 and have our registered office at 34 Pennington Road, Tunbridge Wells, Kent TN4 0SL.

2. Prohibited uses

- 2.1 You may use our site only for lawful purposes.
- 2.2 You may not use our site:
- (a) in any way that breaches any applicable local, national or international law or regulation;
 - (b) in any way that is unlawful or fraudulent, or has any unlawful or fraudulent purpose or effect;
 - (c) for the purpose of harming or attempting to harm minors in any way;
 - (d) to send, knowingly receive, upload, download, use or re-use any material which does not comply with our content standards set out in paragraph 4 below;
 - (e) to transmit, or procure the sending of, any unsolicited or unauthorised advertising or promotional material or any other form of similar solicitation (spam); or
 - (f) in contravention of section 12.2 of our terms of website use - [Website Terms](#).
- 2.3 You agree not to reproduce, duplicate, copy or re-sell any part of our site in contravention of the provisions of our terms of website use - [Website Terms](#).
- 2.4 You agree not to access without authority, interfere with, damage or disrupt:
- (a) any part of our site;
 - (b) any equipment or network on which our site is stored;
 - (c) any software used in the provision of our site; or

- (d) any equipment or network or software owned or used by any third party.

3. Interactive services

- 3.1 We may from time to time provide interactive services on our site, including, without limitation, chat rooms, bulletin boards and competitions (together “**interactive services**”).
- 3.2 Where we do provide any interactive service, we will provide clear information to you about the kind of service offered, if it is moderated and what form of moderation is used (including whether it is human or technical). We are under no obligation to oversee, monitor or moderate any interactive service we provide on our site, and, save as otherwise set out in Section 10 of the terms of website use - [Website Terms](#), we expressly exclude our liability for any loss or damage arising from the use of any interactive service by a user in contravention of our content standards, whether the service is moderated or not.
- 3.3 The use of any of our interactive services by a minor is subject to the consent of their parent or guardian. If you are a minor, you are required to obtain the consent of your parent or guardian before using our site. We advise parents who permit their children to use an interactive service that it is important that they communicate with their children about their safety online, as moderation is not foolproof. Minors who are using any interactive service should be made aware of the potential risks to them.
- 3.4 Where we do moderate an interactive service, we will normally provide you with a means of contacting the moderator, should a concern or difficulty arise.

4. Content standards

- 4.1 The content standards set out in this Section 4 apply to any and all material (including videos) which you contribute to our site (“**contributions**”), and to any interactive services associated with such contributions.
- 4.2 You must comply with the spirit of the following standards as well as the letter. The standards apply to each part of any contribution as well as to its whole.
- 4.3 Contributions must:
 - (a) be accurate (where they state facts);
 - (b) be genuinely held (where they state opinions); and
 - (c) comply with applicable law in the UK and in any country from which they are posted.
- 4.4 Contributions must not:
 - (a) contain any material which is defamatory of any person;
 - (b) contain any material which is obscene, offensive, hateful or inflammatory;

- (c) promote or depict violence, sexually explicit material, drug abuse, animal abuse, or under-age drinking or smoking;
- (d) promote or depict discrimination or hatred based on race, sex, religion, nationality, disability, sexual orientation or age;
- (e) infringe any copyright, database right, trade mark or any other intellectual property right of any other person;
- (f) be likely to deceive any person;
- (g) be made in breach of any legal duty owed to a third party, such as a contractual duty or a duty of confidence;
- (h) promote any illegal activity;
- (i) be threatening, abuse or invade another's privacy, or cause annoyance, inconvenience or needless anxiety;
- (j) be likely to harass, upset, embarrass, alarm or annoy any other person;
- (k) be used to impersonate any person, or to misrepresent your identity or affiliation with any person;
- (l) give the impression that they emanate from us, if this is not the case;
- (m) promote, depict or involve predatory behaviour, such as threats, stalking, intimidation, bullying, harassment, invading privacy, revealing other people's personal information or inciting others to commit violent acts or violate the terms of use of our site;
- (n) involve the creation of spam or misleading other users; or
- (o) advocate, promote or assist any unlawful act such as (by way of example only) copyright infringement or computer misuse.

5. Suspension and termination

5.1 We will determine, in our discretion, whether there has been a breach of this acceptable use policy through your use of our site. When a breach of this policy has occurred, we may take such action as we deem appropriate.

5.2 If you commit a material breach of our terms of website use or any of the policies mentioned in Section 2.1 of the terms of website - [Website Terms](#), we shall be entitled to take, at our sole discretion, all or any of the following actions:

- (a) immediate, temporary or permanent withdrawal of your right to use our site;

- (b) immediate, temporary or permanent removal of any posting or material uploaded by you to our site;
 - (c) issue of a warning to you;
 - (d) legal proceedings against you for reimbursement of all costs on an indemnity basis (including, but not limited to, reasonable administrative and legal costs) resulting from the breach;
 - (e) further legal action against you; and
 - (f) disclosure of such information to law enforcement authorities as we reasonably feel is necessary.
- 5.3 We exclude our liability for our actions taken in response to breaches of this acceptable use policy. The responses described in this policy are not limited, and we may take any other action we reasonably deem appropriate.

6. Changes to the acceptable use policy

- 6.1 We reserve the right to vary this acceptable use policy from time to time. Such changes shall either be notified to you by e-mail or posted on the home page of our site. Changes in this manner shall be deemed to have been accepted if you continue to use the site after a period of two weeks from the date of transmission of the e-mail or of posting on the home page of our site, whichever occurs later.