

Terms of Use

User Conduct

You ("User", "you", or "your") agree that no materials of any kind submitted through your account or otherwise posted, transmitted, or shared by you on or through the service will violate or infringe upon the rights of any third party, including copyright, trademark, privacy, publicity or other personal or proprietary rights; or contain libellous, defamatory or otherwise unlawful material.

In addition, you agree not to use the service or the site:

- to harvest or collect email addresses or other contact information of other users from the service or the site by electronic or other means for the purposes of sending unsolicited emails or other unsolicited communications;
- in any unlawful manner or in any other manner that could damage, disable, overburden or impair the site;
- in contravention of any applicable policies or regulations of your employer;
- to upload, post, transmit, share, store or otherwise make available any content that either You at Work deem to be harmful, threatening, unlawful, defamatory, infringing, abusive, inflammatory, harassing, vulgar, obscene, of a sexual nature, fraudulent, invasive of privacy or publicity rights, hateful, or racially, ethnically or otherwise objectionable;
- to upload, post, transmit, share, store or otherwise make publicly available on the site any private information of any third party, including, addresses, phone numbers, email addresses unless that third party has given their consent for you to do so;
- to upload, post, transmit, share or otherwise make available any material that contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment;
- to intimidate or harass another;
- to upload, post, transmit, share, store or otherwise make available content that would constitute, encourage or provide instructions for a criminal offence, violate the rights of any party, or that would otherwise create liability or violate any local, county, national or international law;
- to upload, post, transmit, share, store or otherwise make available content that, in the sole judgment of You at Work, is objectionable or which restricts or inhibits any other person from using or enjoying the site, or which may expose You at Work or its users to any harm or liability of any type.

User Content posted on the site

You are responsible for the profiles (including your name,), messages, text, information, and other content that you upload, publish or display (hereinafter, "post") on or through the service or the site, or transmit to or share with other users (collectively the "User Content").

Moderation

You at Work may, but are not obligated to, perform additional moderation functions. You understand and agree that You at Work may initiate the deletion or removal (without notice) of any site content or User Content at its sole discretion, for any reason.

Disclaimers

You at Work are not responsible or liable in any manner for any User Content posted on the site or for the service provided to you. You at Work are not responsible for the User Conduct, whether online or offline, of any user of the site or service.