

JobLab Terms & Conditions

Introduction

Please read this document carefully. This document contains the terms and conditions which govern your access and use of the JobLab Website provided by JobLab. If you do not accept these Terms and Conditions or you do not comply with them, do not use the JobLab Website. By using this website, you agree to be legally bound by these Terms and Conditions. These Terms and conditions also include our Data and Privacy Statement, available at https://joblab.uk/JobLab_Data_Privacy_Statement.pdf.

Definitions

- In this document, the terms 'JobLab', 'The Company', 'we', 'us' and 'our' refer to the JobLab organisation.
- 'JobLab Website' or 'Website' refers to the website joblab.uk and any other websites and domains owned and operated by JobLab, which includes the Website's Content, JobLab Materials and Services.
- The term 'Platform' refers to the IT systems operated by JobLab which run the website, emails and backend, which enable their functionality.
- The term 'User' refers to people/organisations that interact with JobLab, whether by email, in person or via the Website. This includes businesses who advertise with us and people who visit our websites.
- The term 'Services' refers to the functionality provided by the Platform and the activities carried out by JobLab. This includes the JobLab web pages accessed under the joblab.uk domain and any correspondence with JobLab.
- "You" or "you" refers to the person who is agreeing to these Terms and Conditions.

General information only

The information on this site is for informational purposes only and is not targeted at any individual with the intent to cause harm. The information found on this site does not constitute specific professional or legal advice and should not be taken as such.

Taking professional advice

The JobLab team recommends that all clients should take appropriate, professional advice before entering into any employment contract and consider every option available, whether employer or candidate.

JobLab is not an agent for any Employer and does not have authority to conclude any employment contract or relationship between Users and any Employer. The function of JobLab is to introduce Users to potential future Employers. Following that introduction, it is the User's responsibility and the Employer's responsibility to carry out suitable research and due diligence on each other and to enter into appropriate legal contracts.

Inaccuracies

Whilst JobLab strives to eliminate all inaccuracies or errors on our site, we take no responsibility for any harm/damage caused by inaccuracies. If you do happen to encounter an inaccuracy, please notify us at contact@joblab.uk so we can do our best to correct the issue.

Liability to change

The content of our site is subject to change and thus should not be relied upon solely as a source of permanent information. We also do not accept liability for any loss caused by total reliance on our website and its contents after changing of the site has occurred.

Responsibility for loss

We cannot verify the accuracy of information provided to us by Employers and published on our Website.

The contents of advertisements placed on our Website by Employers do not necessarily represent JobLab's own opinions. While we make reasonable efforts to ensure that advertisements placed with us are not defamatory, do not contain incitement to illegal activity and are not discriminatory in a way prohibited by the general law, we exclude all liability arising out of any such content.

JobLab excludes all liability to a legally permitted extent for any loss caused by use of our site or reliance upon the site. JobLab has no control over the actions performed by companies that advertise with us and therefore we cannot accept responsibility for any loss or harm caused by this.

Links to other sites

JobLab contains links to third party websites. These links are provided solely as a convenience to you and not as an endorsement by JobLab of the contents on such third-party websites. JobLab is not responsible for the content of links to third-party sites and does not make any representations regarding the content or accuracy of materials on such third-party websites. If you decide to access linked third-party websites, you do so at your own risk and subject to the relevant terms and conditions.

Using our service

JobLab reserves the sole discretion to choose which organisations are permitted to advertise with us. JobLab reserves the right to decline to publish any job posting for any reason. JobLab also reserves the right to remove any job posting it deems inappropriate for the site.

Equality

A person shall not attempt to publish or cause to be published an advertisement which indicates, or might reasonably be understood as indicating, an intention by a person to do any discriminatory act which is or might be prohibited by any provision of Guernsey's discrimination law. Organisations must avoid gender bias in job titles, keeping to gender neutral job titles only, as well as keeping job descriptions free of all discriminatory language or intent to cause offense. If a single sex photo is included in a job posting, a disclaimer stating or implying "we welcome applicants of all genders" must be included in the description, bound by Guernsey discrimination law.

Termination

JobLab reserves the right to terminate the account of any user for any reason. This may involve but is not limited to: deletion of your postings from this Website, immediate termination of your registration with us, or the prevention of your access to our Services by any means. This can be done for any reason in our absolute discretion, including but not limited to: upon any breach by you of these Terms and Conditions or if JobLab is unable to verify or authenticate any information you submit to the Website registration.

Jurisdiction and Choice of Law

The law applicable to these terms and conditions and your legal relationship with us are governed by Guernsey law. By using this Website you will be deemed to submit to the exclusive jurisdiction of the courts of Guernsey in any dispute or legal proceedings between you and us.

Questions and Notices

Questions concerning the use of the Website should be directed to contact@joblab.uk. Notices to JobLab should be sent to the address listed previously and we will send notice to you at the address submitted by you or to such other address as JobLab reasonably determines is an appropriate address for you.

Changes to our Terms and Conditions

Our Terms and Conditions are subject to change. Relevant changes will be communicated to users via appropriate means.