



Terms & Conditions for Job Adverts on the SECED Website

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1 Introduction

- 1.1 We are the Society for Earthquake and Civil Engineering Dynamics (“SECED”). We provide an online job advertisement service (“Service”) for employers (“you”) in the UK and overseas.
- 1.2 We provide this Service to you, subject to the following terms and conditions, which may be updated by us from time to time without notice to you. Your acceptance of these terms and conditions is implied when you request a new job advert or continuation of an existing job advert.
- 1.3 These terms and conditions are governed by and construed in accordance with the laws of England; any dispute arising out of or in connection with these terms and condition will be subject to, and within the jurisdiction of, the courts of England.
- 1.4 We do not provide any services for work-seekers, and we do not act as an employment agency/business under the Conduct of Employment Agencies and Employment Business Regulations 2003.

2 Description of the Service

- 2.1 The Service is essentially a job board. The Service comprises the provision of adverts for open positions in your organisation.
- 2.2 The adverts are displayed on the SECED website for a limited time.
- 2.3 We sell each advert to you for a defined fee (refer to the SECED website for the latest schedule of fees).
- 2.4 The positions should be related to earthquake engineering or other areas of engineering dynamics (as per SECED's remit) to be displayed on the website.
- 2.5 We may occasionally use our LinkedIn account or other social media accounts to post news about your job advert. Please give us due notice if you do not want this.

3 Your obligations

- 3.1 You are responsible for providing all content for the use of the Service including an image representing your organisation, and other information as may be required for your job advert.
- 3.2 You are responsible for paying any fees in connection with this service (noting that fees may be waived for Corporate Members of SECED).
- 3.3 You must comply with all relevant employment laws. You must ensure that the job listings do not violate anti-discrimination laws based on race, gender, age, disability, etc.



- 3.4 In consideration of your use of the Service, you agree to: (a) provide true, accurate, current and complete information about your organisation as prompted by the contact forms and via emails between you and us; (b) maintain and promptly update the advert data to keep it true, accurate, current and complete; and (c) allow us to use the information you provide to us for the purpose of processing your data in accordance with the UK Data Protection Act 2018. You agree that we may submit your contact information to any potential candidate for your open position unless you notify us otherwise.
- 3.5 If you provide any information that is untrue, inaccurate, illegal, not current or incomplete, or we have reasonable grounds to suspect that such information is untrue, inaccurate, illegal, not current or incomplete, we reserve the right to suspend or terminate your job advert and refuse any and all current or future use of the Service.
- 3.6 You are responsible for all hyperlinks you provide to other websites, including your own website. This means that you are responsible for all content that you upload, post, email, transmit or otherwise make available via those other websites.
- 3.7 You agree to not provide any links to websites that post, email, transmit or otherwise make available any content that is unlawful, harmful, threatening, abusive, harassing, tortious, defamatory, vulgar, obscene, libellous, invasive of another's privacy, hateful, or racially, ethnically or otherwise objectionable; that post, email, transmit or otherwise make available any unsolicited or unauthorized advertising, promotional materials, "junk mail", "spam", "chain letters", "pyramid schemes", or any other form of solicitation; that post, email, transmit 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.

4 General practices regarding usage and storage

- 4.1 We have established general practices and limits concerning the use of the Service, such as the maximum number of days that each job advert will be available on the SECED website, and the maximum number of times Corporate Members may use the Service at no cost in a given period of time. These practices and limits are displayed on our website.
- 4.2 We have no responsibility or liability for the deletion or failure to delete any job advert. However, in the event a job advert is deleted prematurely by our mistake, we will offer a full refund of any fees paid for the advert.
- 4.3 We reserve the right to change these general practices and limits at any time, with or without notice.

5 Links provided by SECED

- 5.1 We may provide links to other internet sites or resources on our website. We are not responsible for the availability of such external sites or resources, and do not endorse and are not responsible or liable for any content, advertising, products, or other materials on or available from such sites or resources.

6 Modifications to the Service

- 6.1 We reserve the right at any time to modify or discontinue, temporarily or permanently, the Service (or any part thereof) with or without notice.



7 Termination

- 7.1 We may terminate your use of the Service, and remove and discard any content within the Service, if we consider that you have violated or acted inconsistently with the letter or spirit of the terms and conditions of the Service or if we consider, for any reason, that it is appropriate to do so.

8 Limits of liability

- 8.1 Under no circumstances shall we be liable to you or any other person or organisation for any special, exemplary, incidental or consequential damages of any character arising out of using the Service. Losses or damages arising out of any breach of these terms and conditions shall in no circumstances exceed the fee paid by you to us. The foregoing limitation of liability and exclusion of certain damages shall apply regardless of the success or effectiveness of other remedies.
- 8.2 We will use all reasonable efforts to make the Service available to you. We will not be liable for any delay, downtime, access time error, transmission error, software or equipment incompatibilities, force majeure or other failure of performance. In the event of any failure to deliver the agreed Service, our sole liability shall be to deliver the Service at another time, or to provide a full refund of the fee paid for the Service.