

# Site terms and conditions

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Any violation of the Terms will result in termination of the use of, and access to the Site.

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- (b) any reliance on, or decision made on the basis of, information or material shown on or omitted from the Site;
- (c) any representation or otherwise in respect of the existence, availability, nature or description, of any job, vacancy, assignment or other engagement or appointment advertised on the Site;
- (d) any representation or otherwise that any employer or client will ask for a candidate's information, ask to interview or hire a candidate, or that any candidates will be available or will meet the needs of any employer or client;
- (e) any breach of these Terms by ICPA caused by circumstances beyond its reasonable control;
- (f) any fault, delays, interruptions or lack of availability of the Site and any of the services provided through the Site, which may occur due to intermittent failures of the Site or the need for repairs, maintenance or the introduction of new facilities or services to the Site, among others;
- (g) any interference with or damage to your computer system(s) which occurs in connection with the use, access and operation of the Site or downloading of any content or material posted on the Site, or any sites linked to it, whether through a computer virus, worm, Trojan horse, computer code or otherwise howsoever;

(h) any website operated by a third party which may be accessed from the Site including the information and content therein as well as any use, access or operation thereof; and/or

(i) any unauthorized access or alteration of your information submitted via e-mail or the Site.

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(b) display, upload or transmit material that encourages conduct that may constitute a criminal offence, result in civil liability or otherwise may breach any applicable laws, regulations or code of practice in Japan or elsewhere;

(c) interfere with any other person's privacy or use or enjoyment of this Site;

(d) fraudulently or otherwise misrepresent yourself to be another person or a representative of another entity including, but not limited to, an ICPA representative, or fraudulently or otherwise misrepresent that you have an affiliation with any person, entity or group;

(e) mislead or deceive ICPA, its representatives and any third parties who may rely on the information provided by you, by providing inaccurate or false information, which includes any omission of information;

(f) disguise the origin of any material transmitted through the services provided by the Site (whether by forging message/packet headers or otherwise manipulating normal identification information);

(g) send, upload or otherwise make available material which infringes any intellectual or industrial property right of any person (including but not limited to copyright, trademarks, patents, or trade secrets, or other proprietary rights of any party);

(h) send, upload, display or disseminate or otherwise make available material containing or associated with spam, junk mail, advertising for pyramid schemes, chain letters, virus warnings (without first confirming the authenticity of the warning), or any other form of unauthorized advertising or promotional material;

(i) send, upload or otherwise make available material containing viruses, trojans or any other material designed to impair, destroy or interrupt the performance of any hardware or software;

(j) obtain unauthorized access to or interfere with the performance of the servers which provide the services or any servers on any associated networks or otherwise fail to comply with any policies or procedures relating to the use of those servers; or

(k) collect, whether aggregated or otherwise, data about other users of the services.

### **Signing Up on our Site**

If you upload your CV, submit your CV, apply for a job, or sign up for Job Alerts you must ensure that the details provided by you at that or at any other time are accurate, up to date and complete. Job Alerts and other features of the Site may only be used by individuals seeking employment and/or career information and by employers seeking employees.

You must immediately update and inform us of any changes to your information by making relevant changes to your CV or by updating your personal details using the My Page facility, so that we can communicate with you effectively and provide accurate up to date information to potential employers.

By using this Site, you are solely responsible for any and all occurrences, which include maintaining up-to-date, correct, accurate and complete information. ICPA has no obligation to edit, monitor or screen information and materials uploaded by you.

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## **Aggregate information**

We may gather information and statistics collectively about all visitors to the Site which may include the information supplied by you which will help us to understand our users thereby creating a better recruitment process. We will not disclose any identifiable information. All data will be in aggregate form only. We believe this information helps us determine what is most beneficial for our users and how we can continually improve our online service. We may share this kind of aggregate data with selected third parties to assist with these purposes. Personal data is processed by us in accordance with our Privacy Policy.

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