

User Agreement: Terms & Conditions (T&Cs)

1. Introduction

These Terms & Conditions ("Agreement") govern the use of the Pharmacy Club job portal ("Platform") by Employers ("Users posting jobs") and Job Seekers ("Users applying to jobs"). By accessing or using the Platform, you agree to abide by these T&Cs.

Pharmacy Club acts as a facilitator and is not responsible for any employment relationships or disputes arising between Employers and Job Seekers.

2. Responsibilities of Employers

Employers using the Platform agree to:

1. Accuracy of Job Listings:

- Post accurate, truthful, and lawful job advertisements that comply with all Australian laws, including the Fair Work Act, anti-discrimination legislation, and workplace safety regulations.
- Include details such as the job title, description, location, compensation range, and employment type (e.g., full-time, part-time, casual).

2. Compliance with Data Privacy:

- Use job seekers' personal information solely for the purpose of evaluating candidates for the advertised position.
- Not share or misuse personal data in breach of the **Privacy Act 1988**.

3. Non-Discrimination:

- Ensure job advertisements are free from discriminatory language or criteria based on protected attributes (e.g., race, gender, age, disability, etc.).

4. WHS Requirements:

- Clearly outline any workplace health and safety requirements relevant to the job.

5. Indemnity:

- Accept full liability for their job advertisements and recruitment practices, indemnifying Pharmacy Club against any legal claims arising from non-compliance.

Pharmacy Club reserves the right to review and remove any job postings that violate these terms.

3. Responsibilities of Job Seekers

Job Seekers using the Platform agree to:

1. Truthful Representation:

- Provide accurate and complete information in their profiles, resumes, and applications.

2. Respect for Employer Policies:

- Comply with any application instructions or additional requirements specified by the Employer.

3. Data Security:

- Use the Platform in a lawful and secure manner, avoiding any misuse of information obtained via the Platform.

Pharmacy Club does not guarantee employment and encourages Job Seekers to independently verify job offers.

4. General Platform Rules

All users (Employers and Job Seekers) agree to:

1. Lawful Use:

- Use the Platform only for lawful purposes related to job posting, searching, and recruitment.

2. Prohibited Content:

- Avoid posting any material that is false, misleading, defamatory, obscene, offensive, or otherwise inappropriate.

3. Content Ownership:

- Grant Pharmacy Club a non-exclusive license to use, display, and promote content uploaded to the Platform for operational purposes.

4. Termination of Access:

- Pharmacy Club reserves the right to suspend or terminate access for users who violate this Agreement.
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5. Limitation of Liability

- Pharmacy Club is not responsible for verifying the accuracy or legality of job listings or candidate applications.
 - Pharmacy Club is not liable for any disputes, damages, or losses arising from interactions between Employers and Job Seekers.
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6. Privacy

- Pharmacy Club will collect, store, and use personal information in compliance with the **Privacy Act 1988**.
 - Users can review our full Privacy Policy for details on data handling practices.
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7. Amendments

Pharmacy Club reserves the right to update these Terms & Conditions at any time. Users will be notified of any material changes.

8. Governing Law

This Agreement is governed by the laws of Australia, and any disputes will be subject to the exclusive jurisdiction of Australian courts.

Compliance with the Fair Work Act 2009

Pharmacy Club is committed to ensuring that job advertisements posted on our platform comply with the provisions of the Fair Work Act 2009. While Pharmacy Club does not directly recruit or employ workers, we encourage all employers using our portal to:

- Advertise roles that adhere to all relevant employment conditions, including minimum wage, leave entitlements, and working hours.
- Avoid misleading or deceptive conduct in job advertisements.
- Provide accurate information about employment conditions and ensure offers comply with Australian workplace laws.

We reserve the right to remove any job posting that is found to be in breach of the Fair Work Act or other relevant employment legislation.

Disclaimer

Pharmacy Club acts solely as a facilitator connecting employers and job seekers. Pharmacy Club does not:

- *Verify the accuracy of job postings.*
- *Guarantee employment for job seekers.*
- *Accept liability for disputes, workplace safety, or employment law breaches arising from interactions on the portal.*

Users are encouraged to independently verify job conditions and employer credentials before entering into any agreement.

Anti-Discrimination Policy

Pharmacy Club is committed to fostering an inclusive and equitable platform for all users. We require that all job advertisements comply with Australian anti-discrimination laws, including the **Racial Discrimination Act 1975, Sex Discrimination Act 1984, Disability Discrimination Act 1992**, and other relevant legislation.

Employers must ensure:

- Job advertisements do not include discriminatory language or requirements based on race, gender, age, disability, religion, marital status, sexual orientation, or any other protected characteristic.
- Selection criteria are directly relevant to the job and do not indirectly discriminate.

Pharmacy Club reserves the right to remove or modify job advertisements that violate anti-discrimination laws.

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Workplace Health & Safety (WHS) Compliance

Pharmacy Club requires all employers using our platform to comply with the obligations under the **Work Health & Safety Act 2011**. While Pharmacy Club does not oversee individual workplace practices, we strongly recommend that employers:

- Clearly outline WHS responsibilities and risks in job descriptions when applicable.
- Provide candidates with information about workplace safety standards and conditions during the recruitment process.

Pharmacy Club is not responsible for verifying the safety of workplaces advertised on the platform but encourages employers and job seekers to adhere to WHS laws to create safe working environments.

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Privacy Policy

Pharmacy Club is committed to safeguarding the personal information of all platform users in compliance with the **Privacy Act 1988** and the **Australian Privacy Principles (APPs)**.

- **Collection of Data:** Pharmacy Club collects only the necessary personal information required for job seekers and employers to use the platform effectively.
- **Storage of Data:** Personal information is stored securely, and access is restricted to authorized personnel.
- **Use of Data:** Personal data is used only for the purpose of facilitating job matching between job seekers and employers. Pharmacy Club does not sell, share, or use data for marketing purposes without user consent.
- **Data Rights:** Users can request access to, correction of, or deletion of their personal information at any time by contacting us.

We require employers to respect job seekers' privacy and only use personal data for recruitment purposes directly related to the job posted. Any misuse of candidate information may result in the removal of employer access to the portal.

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Terms and Conditions for Employers

By using Pharmacy Club's job portal, employers agree to:

- Abide by all relevant Australian workplace laws, including the Fair Work Act, anti-discrimination laws, WHS regulations, and the Privacy Act.
- Post job advertisements that are accurate, lawful, and free from discrimination.
- Use job seeker data solely for recruitment purposes and in compliance with privacy laws.
- Indemnify Pharmacy Club against any legal claims arising from their job postings or recruitment practices.

Pharmacy Club retains the right to suspend or terminate access for employers who fail to adhere to these terms.

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Terms and Conditions for Job Seekers

By registering with Pharmacy Club's job portal, job seekers agree to:

- Provide accurate and truthful personal information.
- Use the platform solely for lawful job-seeking purposes.
- Respect the terms of engagement outlined by prospective employers.

Pharmacy Club is not liable for disputes arising between job seekers and employers and recommends both parties maintain open and lawful communication.

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Content Moderation Guidelines

1. Acceptable Content

Job postings must:

- Be clear, accurate, and directly related to job opportunities within the pharmacy or healthcare industry.
- Include only truthful and lawful descriptions of the role, requirements, and compensation.
- Avoid discriminatory, misleading, or offensive language.

2. Prohibited Content

Pharmacy Club does not permit job postings or advertisements containing:

1. Discriminatory Language: Criteria or phrasing that excludes candidates based on race, gender, age, religion, disability, or other protected attributes.
2. Misleading Information: Exaggerated claims about job roles, compensation, or benefits.
3. Inappropriate or Offensive Content: Content that is defamatory, vulgar, or irrelevant to the advertised job.
4. Unauthorized Data Collection: Links or requests designed to collect personal information for purposes unrelated to recruitment.
5. Third-Party Advertising: Posts promoting services, products, or businesses unrelated to a specific job opportunity.

3. Moderation Process

Pharmacy Club will actively monitor job postings to ensure compliance with these guidelines. Our moderation process includes:

1. Automated Filters: To detect and flag inappropriate language or prohibited content.
2. Manual Review: Job postings flagged for review will be assessed by our moderation team.

4. Right to Remove Content

Pharmacy Club reserves the right to:

- Remove or edit any job posting that violates these guidelines.
- Suspend or terminate the accounts of users who repeatedly breach content policies.

Users may appeal removed content by contacting Pharmacy Club support.

5. Reporting Inappropriate Content

All users are encouraged to report inappropriate or non-compliant job postings via the "Report" button or by contacting our support team.

Pharmacy Club will investigate all reports promptly.