

## **iCIMS ATS Terms of Use**

### **About this system**

This Application Tracking System is provided to ExploreLearning by iCIMS for the purposes of managing candidate applications upon the terms setup between ExploreLearning and iCIMS.

The terms outlined below relate to the operation and use of the system. How the data is processed is contained in the privacy policy of ExploreLearning which outlines the personal data collected, how it is processed, how long it is kept and your rights. Please refer to the privacy statement/notice of ExploreLearning for further details.

### **Intellectual Property**

iCIMS is the owner or the licensee of all intellectual property rights in this system and in the material published on the system (with the exception of intellectual property rights already vested with ExploreLearning in relation to material supplied by them). All such works are protected by copyright laws and treaties around the world. All such rights are reserved.

All data including personal data retained in this system is the property of ExploreLearning and therefore subject to the data protection policies of ExploreLearning as data controller, and as outlined in their privacy statement/notice.

### **Licence**

iCIMS grants applicants a non-exclusive licence to access and use this system for the purposes of applying and managing your application with ExploreLearning. You may not however reproduce any part of the content for commercial purposes.

ExploreLearning is granted a licence to access and use this system on the basis outlined in the contract of service between iCIMS and ExploreLearning.

### **Acceptable Use**

You agree not to submit to any material which:

- is libellous, defamatory, fraudulent, invasive of privacy, obscene, pornographic or harassing;
- infringes any intellectual property rights (including copyrights) of any third party;
- violates any law or regulation;
- advocates illegal activity;
- contains viruses

You agree not to access without authority, interfere with, damage or disrupt:

- any part of our system;
- any equipment or network on our system;
- any software used in our system;

- any equipment or network or software owned or used by any third party accessed via our system.

Failure to comply with these terms of use will be regarded as a material breach and may result in ICIMS or ExploreLearning (whichever is appropriate) taking all or any of the following actions:

- immediate, temporary or permanent withdrawal of your right to use this system;
- legal action;
- disclosure of such information to law enforcement authorities as GTI reasonably feels necessary.

### **Conditions of access to and use of service**

In order to use the Service, the User must have reached the statutory age of majority and/or have the capacity to enter into a contract as defined in law and have accepted these General Terms and Conditions of Use unreservedly.

Use of the Service requires the User to register in advance by completing the registration form, which is accessible online on the site. By completing this form, the User confirms that they are familiar with these General Terms and Conditions of Use and agrees to adhere to them unreservedly.

The User undertakes to:

- register under their real name, with a valid email address.
- complete the assessments themselves without support from any other individuals.
- inform the Service immediately in the event of improper use of their account or any other security breach.
- have the right to/obtained all necessary licences/approvals to submit any materials relating to your application.

iCIMS and Explore Learning cannot be held liable, under any circumstances, for any loss or damage related to a keying error by the User.

By completing the registration form, the User warrants to iCIMS that they have provided accurate, up-to-date, and complete information regarding their identity and contact details. In particular, they undertake to provide a valid email address, which they own.

### **Changes to these terms of use**

We reserve the right to update these terms of use at any time, and we will provide you with new terms of use when we make any substantial updates.

If you have any questions, please contact [careers@explorellearning.co.uk](mailto:careers@explorellearning.co.uk)

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