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| **ENGLISH** |
| The user shall accept responsibility for damages of any kind caused to XYZ as a consequence of non compliance with any of the obligations to which he or she is subject by virtue of these “General Conditions of Use” or by virtue of the law governing the Use of the Service. Advertisers of job offers are considered users of the Website. Therefore, user obligations also apply to them. Likewise, the relationship between XYZ and advertisers shall be governed also by the provisions of this section. Each new or re-edited submitted advert will normally be displayed in the Website within a few hours of posting. Adverts are subject to XYZ quality processes at any time and could be rejected if they do not meet XYZ quality requirements. The responsibility for the content of job adverts is exclusively attributable to Advertisers (irrespectively of the quality exam process performed by XYZ).Likewise, if personal data is made public on such job adverts, Advertisers guarantee that they have the authorisations to publish such data in the Website and to make it functional according to the purposes of the Website. XYZ reserves the right to terminate its relationship with a particular advertiser at any time with or without notice or reason. XYZ states that it will handle all personal data provided by users in accordance with the terms of the Protection of Personal Data Policy of the XYZ website, which can be found in the legal conditions of this Website. The data protection policy governs access and use of the website services, (hereafter “XYZ”) which XYZ S.L. (which contact details are set forth on tom of this Legal conditions) makes available to Internet users interested in the site’s services and content (hereafter “users”).In accordance with the General Data Protection Regulation (GDPR), XYZ as owner of the Website, informs the user that XYZ obtains, uses, stores and processes personal data relating to users for the purposes of rendering the services already set forth above.If the user decides to register with XYZ he or she shall be asked to provide data that is strictly necessary for the website to function according to its purpose, which is, basically, to facilitate communication between job advertisers and job seekers, and to inform users of job advertisers’ characteristics and reputation among other users.XYZ shall keep the personal data provided by users while the user is interested in XYZ services.The transfer of personal data via XYZ’s electronic form or via email, signifies the sender’s consent to the processing of his or her details by means of the XYZ website medium, functions and products, as well as receiving electronic correspondence containing information relating to XYZ and its initiatives.All users who register (both job advertisers and job seekers) are aware and therefore expressly accept that data concerning them will be published and visible on the XYZ Website and Internet search engines.Users have rights in relation to the way we (XYZ) handle their personal data. These include the following rights:1.where the legal basis of our processing is consent, to withdraw that consent at any time;2. to ask for access to the personal data that we hold;3. to ask us to erase personal data (when we do not have a legal basis to keep such personal data);4. to ask us to rectify inaccurate data or to complete incomplete data;5. to restrict processing in specific circumstances; 6. to make a complaint to the Data Protection authorities; and 7. to ask for the portability of their personal data, and therefore to have such personal data in a structured, commonly used and machine readable format. |