

TERMS AND CONDITIONS OF USE

1. Introduction

These Terms and Conditions ("Terms") govern your access to and use Talents Community Platform (the "Platform"), operated by PEOPLElogy Berhad ("we," "us," or "our"). By registering, accessing, or using the Platform, you ("User") agree to be legally bound by these Terms. If you do not agree, you must not use the Platform.

2. Definitions

"Platform": The website, mobile app, and services provided by PEOPLElogy Berhad.

"User": Any individual or entity accessing the Platform (alumni, trainees, public, or partners).

"Content": Text, images, videos, job postings, event listings, and other materials on the Platform.

"Partners": Employers, event organizers, or third parties posting jobs/events.

3. Eligibility & Account Registration

3.1 Eligibility

Users must be at least 18 years old or the legal age of majority in their jurisdiction.

Corporate users (Partners) must have authority to represent their organization.

3.2 Account Creation

Provide accurate, current, and complete information.

Maintain confidentiality of login credentials.

Notify us immediately of unauthorized account use.

3.3 Account Termination

We reserve the right to suspend or terminate accounts for:

Violations of these Terms.

Fraudulent, abusive, or illegal activity.

Inactivity for an extended period (e.g., 12+ months).

4. Platform Services

4.1 Job Board

Partners may post job vacancies; we do not verify their accuracy.

Users apply at their own risk; we do not guarantee employment.

Prohibited:

Discriminatory job postings (based on race, gender, religion, etc.).

Scams, pyramid schemes, or illegal job offers.

4.2 Events

Users may register for events; some may require **fees** or approval.

Cancellation policies are set by event organizers.

We are not liable for event changes, cancellations, or injuries.

4.3 Blog & Content

Ownership: All Platform content is owned by PEOPLElogy Berhad or licensed partners.

Permitted Use: Users may view/share content for personal, non-commercial purposes.

Prohibited:

Copying, modifying, or selling content without permission.

Using AI/scrapers to extract data.

5. User Responsibilities

5.1 General Conduct

Users agree not to:

Post false, defamatory, or harmful content.

Spam, harass, or impersonate others.

Upload viruses, malware, or disrupt the Platform.

5.2 Intellectual Property

Users retain ownership of their submissions (e.g., job applications, event reviews).

By posting, users grant us a non-exclusive, worldwide license to display and distribute their content.

5.3 Compliance with Laws

Users must comply with all local, national, and international laws, including:

Data protection (e.g., GDPR, CCPA).

Anti-spam and employment regulations.

6. Privacy & Data Protection

Our Privacy Policy outlines data collection, use, and sharing.

We may use cookies and analytics to improve services.

Users can request data deletion per applicable laws.

7. Disclaimers & Limitation of Liability

7.1 No Warranty

The Platform is provided "as is" without warranties of:

Accuracy, completeness, or reliability of job/event listings.

Uninterrupted or error-free operation.

7.2 Limitation of Liability

To the fullest extent permitted by law, PEOPLElogy Berhad is not liable for:

User interactions (e.g., jobs, events, disputes).

Third-party content or websites linked on the Platform.

Indirect damages (e.g., lost profits, data loss).

8. Indemnification

Users agree to indemnify and hold harmless PEOPLElogy Berhad from claims arising from:

Violations of these Terms.

Misuse of the Platform.

Content posted by the User.

9. Modifications to Terms

We may update these Terms at any time.

Continued use after changes constitutes acceptance.

Material changes will be notified via email or Platform announcements.

10. Termination

Users may delete accounts at any time.

We reserve the right to terminate access for violations.

11. Miscellaneous

Severability: If any clause is invalid, the rest remain enforceable.

Force Majeure: Not liable for delays due to events beyond our control (e.g., natural disasters).