

Employer Terms of Use

These Employer Terms of Use are governed by the laws of the State of Queensland, Australia.

Use of the Portal

Advertisements posted on the website's employment portal (**Portal**) are subject to these Employer Terms of Use and the General Terms of Use.

The Portal must not be used in any unlawful way, or for any illegal purpose, or in any manner that infringes the rights of Ozebus.

In posting a position on the Portal, you must comply with:

- the Trade Practices Act 1974 (Cth), Fair Trading Acts (State) and equivalent legislation;
- anti-discrimination legislation (State and Cth);
- the Privacy Act 1988 (Cth);
- any copyright, trade mark or confidentiality obligations; and
- any other law (including any common law, statute and delegated legislation), regulation, by-law, rule, ordinance or code of conduct.

You must not:

- use the Portal to advertise any pyramid scheme;
- require candidates to pay any fee or money to apply for the advertised job; or
- use the Portal or any information gained from the Portal to send spam or unsolicited emails to candidates.

Content of Advert

Ozebus does not review advertisements posted on the Portal and is not responsible and accepts no liability for the content contained in any advertisements.

Ozebus reserves the right to remove without notice any advertisement posted on the Portal for any reason.

Indemnity

By placing an advertisement on the Portal, you indemnify Ozebus against any claim or proceeding that is made, threatened or commenced, and any liability, loss, damage or expense (including reasonable legal costs on a full indemnity basis) that Ozebus incurs or suffers as a direct or indirect result of:

- a breach by you of these Employer Terms of Use or the General Terms of Use;
- an actual or alleged breach by you of any law, legislation, regulation, by-law or code of conduct caused by any advertisement posted on the Portal;

- any claims brought by or on behalf of any third party relating to any act or omission by you caused by any advertisement placed on the Portal; or
- an advertisement or any proposed advertisement posted by you on the Portal.

No Guarantees

Ozebus provides the Portal service to you on an “as is where is basis” subject to all defects whether patent or latent. Ozebus does not warrant or guarantee to you that the Portal will be available for use at all times and free from faults or errors.

Ozebus does not warrant or guarantee that you will receive a response to your advert from potential employees, nor does it represent that potential employees responding to adverts will be suitable or satisfactory for the advertised position. Ozebus is not responsible for any misrepresentations made by potential employees when applying for a position.

Ozebus is not liable for any loss caused to you as a result of employing a candidate that was sourced from the Portal.