

## 1. INTRODUCTION.

### A. Purpose.

The mission of [odenetwork.com](http://odenetwork.com) is to connect individuals who have an interest in employment issues/opportunities in Ontario for people who have a disability in order to enable them to be more productive and successful.

We are also a means of **sharing resources** and best practices from third-party sources (online media, web-sites, blogs) related to disability issues. We do not take responsibility for content being posted, and any objections to content on the site must be first brought to the attention of [odenetwork.com](http://odenetwork.com) community managers or the Ontario Disability Employment Network's board of directors.

Where possible we offer all Online Members an opportunity to express opinions on posts or other content on the site. We encourage our Online Members to share opinions in a professional manner, including any objections they have to said content.

Used properly this site can be a tool for people to show off their knowledge, assist others, and advance their careers through networking and creating a positive, online impression. **It is entirely possible that inappropriate actions will be seen by your fellow colleagues and superiors for better or for worse.**

Content is not necessarily reflective of the views of [odenetwork.com](http://odenetwork.com), the Ontario Disability Employment Network, or their agency members.

To achieve our Mission, we make services available through our online network to help you, your connections, and other professionals meet, exchange ideas, learn, find opportunities or employees, work, and make decisions in a network of trusted relationships and groups.

### B. Agreement.

You agree that by registering on [odenetwork.com](http://odenetwork.com), or by using the website, or other information provided as part of the Ontario Disability Employment Network, you will do so in a professional manner, and adhere to all privacy and conduct regulations as outlined in this agreement.

## 2. SHARING

You own the information you provide [odenetwork.com](http://odenetwork.com) under this Agreement, and may request its deletion at any time, unless you have shared information or content with others and they have not deleted it, or it was copied or stored by other Online Members. By posting content you are implying ownership or that you have permission to do so by the author.

All requests of the removal of content will be honoured after said request is first reviewed by a committee representing [odenetwork.com](http://odenetwork.com) and The Ontario Disability Employment Network and it is determined that the content is:

- in poor taste
- violating provincial and/or federal law
- not the property of the individual who has posted said content

By providing information to us, you represent and warrant that you are entitled to submit the information and that the information is accurate, not confidential, and not in violation of any contractual restrictions or other third party rights. It is your responsibility to keep your [odenetwork.com](http://odenetwork.com) profile information accurate and updated.

### A. Service Eligibility.

To be eligible to use the Service, you must meet the following criteria and represent and warrant that you: (1) are 18 years of age or older; (2) are not currently restricted from the Services, or not otherwise prohibited from having a [odenetwork.com](http://odenetwork.com) account, (3) are not a competitor of [odenetwork.com](http://odenetwork.com) or are not using the Services for reasons that are in competition with [odenetwork.com](http://odenetwork.com) ; (4) will only maintain one [odenetwork.com](http://odenetwork.com) account at any given time; (5) have full power and authority to enter into this Agreement and in doing so will not violate any other agreement to which you are a party; (6) will not violate any rights of [odenetwork.com](http://odenetwork.com), including intellectual property rights such as copyright or trademark rights; and (7) agree to provide at your cost all equipment, software, and internet access necessary to use the Services.

### B. Sign-In Credentials.

You agree to: (1) keep your password secure and confidential; (2) not permit others to use your account; (3) refrain from using other Online Members'

accounts; (4) refrain from selling, trading, or otherwise transferring your [odenetwork.com](http://odenetwork.com) account to another party; and (5) refrain from charging anyone for access to any portion of [odenetwork.com](http://odenetwork.com), or any information therein. Further, you are responsible for anything that happens through your account until you close down your account or prove that your account security was compromised due to no fault of your own. To close your account, please visit [odenetwork.com](http://odenetwork.com) log in and visit 'my account'.

**C. User-to-User Communication and Sharing (Odenetwork.com Groups, Answers, Updates, etc.).**

[Odenetwork.com](http://Odenetwork.com) offers various forums and blogs such as [odenetwork.com](http://odenetwork.com) groups where you can post your observations and comments on designated topics. [Odenetwork.com](http://Odenetwork.com) also enables sharing of information by allowing Online Members to post updates, including links to news articles and other information to their profile. Ideas you post and information you share may be seen and used by other Online Members, and [odenetwork.com](http://odenetwork.com) cannot guarantee that other Online Members will not use the ideas and information that you share on [odenetwork.com](http://odenetwork.com). Therefore, if you have an idea or information that you would like to keep confidential and/or don't want others to use, or that is subject to third party rights that may be infringed by your sharing it, do not post it to any [odenetwork.com](http://odenetwork.com) group or elsewhere on [odenetwork.com](http://odenetwork.com). **ODENETWORK.COM IS NOT RESPONSIBLE FOR A USER'S MISUSE OR MISAPPROPRIATION OF ANY CONTENT OR INFORMATION YOU POST IN ANY ODENETWORK.COM COMMUNITY FORUMS SUCH AS THE ODENETWORK.COM BLOG, GROUPS OR ANSWERS.**

**D. Privacy.**

We are an online professional networking site. All personal information shared should be done so at the discretion of the Online Member. We promote the use and sharing of all professional information (agency names, work phone numbers etc.) for business purposes only. We do not take responsibility for Online Member's misuse of the site. Any suspected misuse should be brought to the attention of [odenetwork.com](http://odenetwork.com) community managers or the Ontario Disability Employment Network's board of directors.

**E. Connections and Interactions with other Online Members.**

You are solely responsible for your interactions with other Online Members. [Odenetwork.com](http://Odenetwork.com) may limit the number of connections you may have to other Online Members and may, in certain circumstances, prohibit you from contacting other Online Members through use of the Services or otherwise limit your use of the Services. [Odenetwork.com](http://Odenetwork.com) reserves the right, but has no obligation, to



monitor disputes between you and other members and to restrict, suspend, or close your account if [odenetwork.com](http://odenetwork.com) determines, in our sole discretion, that doing so is necessary to enforce this Agreement.

### 3. ODENETWORK.COM USER “DOS” and “DON’TS.”

As a condition to access [odenetwork.com](http://odenetwork.com), by posting content to any portion of [odenetwork.com](http://odenetwork.com) you automatically agree to this User Agreement and to strictly observe the following DOs and DON’Ts:

#### A. **Do undertake the following:**

1. Comply with all applicable laws, including, without limitation, privacy laws, intellectual property laws, export control laws, tax laws, and regulatory requirements;
2. Provide accurate information to us and update it as necessary;
3. Review and comply with notices sent by [odenetwork.com](http://odenetwork.com) concerning the Services; and
4. Use the Services in a professional manner.

#### B. **Don’t undertake the following:**

1. Act dishonestly or unprofessionally by engaging in unprofessional behaviour by posting inappropriate, inaccurate, or objectionable content to [odenetwork.com](http://odenetwork.com);
2. Duplicate, license, sublicense, publish, broadcast, transmit, distribute, perform, display, sell, rebrand, or otherwise transfer information found on [odenetwork.com](http://odenetwork.com) (excluding content posted by you) except as permitted in this Agreement, [odenetwork.com](http://odenetwork.com), or as expressly authorized by The Ontario Disability Employment Network
3. Reverse engineer, decompile, disassemble, decipher or otherwise attempt to derive the source code for any underlying intellectual property used to provide the Services, or any part thereof;
4. Include information in your profile or elsewhere, except in designated fields, that reveals your identity or sensitive personal information such as a personal email address, home phone number or home address or information that is confidential in nature;
5. Create a user profile for anyone other than a natural person;
6. Utilize information, content or any data you view on and/or obtain from [odenetwork.com](http://odenetwork.com) to provide any service that is competitive, in [odenetwork.com](http://odenetwork.com)’s sole discretion, with [odenetwork.com](http://odenetwork.com);



7. Imply or state, directly or indirectly, that you are affiliated with or endorsed by [odenetwork.com](http://odenetwork.com) unless you have entered into a written agreement with [odenetwork.com](http://odenetwork.com) (this includes, but is not limited to representing yourself as an accredited [odenetwork.com](http://odenetwork.com) board or steering committee member if you have not been certified by [odenetwork.com](http://odenetwork.com) as such);
8. Adapt, modify or create derivative works based on [odenetwork.com](http://odenetwork.com) or technology underlying the Services, or other Online Members' content, in whole or part, except as permitted by an [odenetwork.com](http://odenetwork.com) official representative
9. Rent, lease, loan, trade, sell/re-sell access to [odenetwork.com](http://odenetwork.com) or any information therein, or the equivalent, in whole or part;
10. Use bots or other automated methods to add or download contacts, send or redirect messages or other permitted activities other than through [odenetwork.com](http://odenetwork.com) -sanctioned tools such as its application programming interfaces or its own services or integrations with other, partner services;
11. Engage in "framing," "mirroring," or otherwise simulating the appearance or function of [odenetwork.com](http://odenetwork.com)'s website;
12. Attempt to or actually access [odenetwork.com](http://odenetwork.com) by any means other than through the interfaces provided by [odenetwork.com](http://odenetwork.com);
13. Attempt to or actually override any security component included in or underlying [odenetwork.com](http://odenetwork.com) ;
14. Engage in any action that directly or indirectly interferes with the proper working of or places an unreasonable load on our infrastructure, including but not limited to unsolicited communications to other Online Members or [odenetwork.com](http://odenetwork.com) personnel, attempts to gain unauthorized access, or transmission or activation of computer viruses;
15. Harass, abuse or harm another person, including sending unwelcomed communications to others using [odenetwork.com](http://odenetwork.com) ;
16. Collect, use or transfer any information, including but not limited to, personally identifiable information obtained from [odenetwork.com](http://odenetwork.com) except as expressly permitted in this Agreement or as the owner of such information may expressly permit;
17. Share information of non-Online Members without their express consent;
18. Interfere with or disrupt [odenetwork.com](http://odenetwork.com) , including but not limited to any servers or networks connected to [odenetwork.com](http://odenetwork.com);
19. Invite people you do not know to join your network;
20. Use or attempt to use another's account without authorization from the Company, or create a false identity on [odenetwork.com](http://odenetwork.com);
21. Infringe or use [odenetwork.com](http://odenetwork.com)'s brand, logos and/or trademarks, including, without limitation, using the word "[odenetwork.com](http://odenetwork.com)" in any business name, email, or URL or including [odenetwork.com](http://odenetwork.com), the Ontario Disability Employment Network, and/or trademarks and logos

22. Participate, directly or indirectly, in the setting up or development of a network that seeks to implement practices that are similar to sales by network or the recruitment of independent home salespeople for the purposes of creating a pyramid scheme or other similar practices.
23. As a general rule, if you wouldn't say it in a meeting at your workplace, don't write it on [odenetwork.com](http://odenetwork.com).

#### **4. COMPLAINTS REGARDING CONTENT POSTED ON THE ODENETWORK.COM WEBSITE.**

We built [odenetwork.com](http://odenetwork.com) to help you be a more successful professional, and to help professionals succeed. To achieve this purpose, we encourage our Online Members to share truthful and accurate information. We also respect the intellectual property rights of others. Accordingly, this Agreement requires that information posted by Online Members be accurate and not in violation of the intellectual property rights or other rights of third parties. To promote these objectives, [odenetwork.com](http://odenetwork.com) provides a process for submission of complaints concerning content posted by our Online Members.

All claims must be shared with an Ontario Disability Employment Network official (board member or steering committee member), online community manager (web administrator), or via e-mail at [info.odenetnetwork@gmail.com](mailto:info.odenetnetwork@gmail.com)

#### **Right to Cancel.**

You hereby acknowledge that we shall immediately commence the provision of the Services upon creation of your Online Member account. You have the right to terminate your account at any time.