

JobLink Platform Legal & Risk Documentation

Terms and Conditions for Students (Job Seekers)

1. Eligibility:

- You must be at least 18 years old or have parental/college consent if younger.
- You must be a verified student with a valid college ID and government ID (Aadhaar).

2. Job Commitment:

- By accepting a job, you agree to show up on time and perform assigned duties.
- Repeated no-shows or misconduct may result in suspension or permanent ban.

3. Payments:

- Payment is the responsibility of the job provider. The platform is not liable for delayed or incomplete payments unless explicitly handled through escrow (if introduced).

4. Code of Conduct:

- Students must maintain professionalism, discipline, and respectful behavior at work.

5. Liability:

- The platform does not take responsibility for any accidents, injuries, or legal disputes during the job.
- Students are advised to understand the job requirements before accepting.

6. Data Usage:

- Personal details may be shared with job providers only for job coordination purposes.

Terms and Conditions for Employers (Job Posters)

1. Job Posting:

- All jobs must clearly state date, time, location, role, and payment terms.
- Jobs must not involve illegal, unsafe, or inappropriate activities.

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2. Verification:

- Businesses must verify their identity with GST certificate, Aadhaar, or business license.

3. Payment Responsibility:

- You are fully responsible for paying students fairly and on time.
- Disputes may result in account suspension and possible legal action.

4. Conduct:

- Students must be treated respectfully and must not be overworked, harassed, or threatened.

5. Indemnity:

- The platform is not an employer. You agree to indemnify the platform from any legal or labor-related liabilities.

6. Cancellation Policy:

- Last-minute cancellations may attract penalties or suspension from the platform.

Disclaimer

[Platform Name] is only a facilitator and does not act as an employer for either students or job providers. All agreements and payments are directly between the two parties. The platform is not responsible for job performance, injuries, payments, or disputes.

Both students and employers are encouraged to verify information independently and conduct safe, lawful transactions.

Risk Mitigation Plan

Risk	Mitigation Strategy
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No-Shows by Students	Rating system, job history, automatic blacklisting after 2 no-shows
Fake Job Posts	Mandatory business verification, human moderation for first few jobs
Misconduct or Harassment	In-app report button, student safety hotline, immediate ban on complaint
Payment Disputes	Escrow system for verified employers (future update), job completion check-in
Legal Compliance (Minors, Contracts)	Age gate (18+), consent forms, clear T&C and disclaimer
Accidents or Injuries	Optional insurance/partnered policy later; users sign indemnity at signup
Communication Failure	In-app chat, SMS reminders, contact verification at both ends
High Churn Rate of Users	Referral system, reward badges, student engagement via gamification
Platform Abuse (spams, scams)	IP tracking, job posting limits, fast response moderation queue
Platform Downtime or Bugs	Use Firebase/Cloud for stability; regular testing; backup admin override panel

Optional Student Safety Policy

- Share location with family
- Emergency contact in profile
- Panic button for suspicious jobs