

## **Terms and Conditions: Rules and Accountability**

**Last updated: 11/10/2024**

Welcome to Gig , a platform connecting Employers and Service Providers for personal job services. By using the Site, you agree to abide by the following rules and accept accountability for your actions on the platform.

### **1. Acceptance of Rules**

By registering and using the Site, you agree to comply with all the rules set forth below. Failure to adhere to these rules may result in account suspension or termination.

### **2. Rules for Employers**

**Employers are responsible for:**

- **Providing Accurate Job Descriptions:** You must post clear, accurate, and truthful descriptions of the job you need done. Misleading or incomplete job postings will not be tolerated.
- **Offering Fair Compensation:** You are accountable for offering and paying the agreed-upon compensation for completed jobs. Payment must be made promptly once the service has been delivered.
- **Respecting Service Providers:** Treat Service Providers with respect and professionalism. Any form of harassment, discrimination, or abuse will result in immediate action against your account.
- **Ensuring Legal Compliance:** You are responsible for ensuring that the jobs you post comply with all applicable local, state, and national laws. Illegal or unethical job requests are strictly prohibited.

### **3. Rules for Service Providers**

#### **Service Providers are responsible for:**

- **Providing Honest and Accurate Profiles:** Your profile must accurately reflect your qualifications, experience, and abilities. Misrepresenting yourself is grounds for suspension.
- **Delivering High-Quality Services:** When hired, you are expected to complete the job as described and to a high standard. Consistently poor performance or failure to complete jobs will lead to removal from the platform.
- **Communicating Professionally:** You must communicate with Employers in a timely and respectful manner. Rude, unprofessional, or harassing behavior will not be tolerated.
- **Abiding by Legal Requirements:** You are responsible for ensuring that the services you offer comply with all applicable laws and regulations in your jurisdiction.

### **4. Accountability for Both Employers and Service Providers**

#### **4.1 Honest and Transparent Communication**

- Both parties are expected to communicate clearly and promptly regarding the job details, expectations, and any changes to the terms. Failing to communicate in good faith can result in negative reviews and account penalties.

#### **4.2 Fair and Timely Payment**

- Employers must pay for completed jobs within the agreed timeframe. Non-payment or delayed payment without justifiable cause will lead to action, including suspension from the platform.
- Service Providers should ensure that the work they deliver meets the job description and any additional agreements. If a job is not performed as expected, Employers may dispute payment, but this must be done fairly.

### **4.3 Dispute Resolution and Accountability**

- Any disputes that arise must first be addressed between the Employer and Service Provider. If a resolution cannot be reached, Gig offers a dispute resolution process. However, users are expected to act in good faith and engage in this process honestly between the two parties.
- Users found to be repeatedly involved in disputes or found to be acting dishonestly will face account suspension or permanent removal from the platform.

### **4.4 Ratings and Reviews**

- Both Employers and Service Providers are accountable for their behavior on the Site through a ratings and review system. You agree to be reviewed by other users based on your performance.
- Reviews must be truthful and based on actual experiences. Falsifying reviews, either to harm another user's reputation or artificially inflate one's own, will result in immediate action, including possible legal recourse.

## **5. Consequences of Rule Violations**

**Users who violate these Terms and Conditions will face consequences, including but not limited to:**

- Warnings: A first offense may result in a warning and mandatory review of these Terms.
- Temporary Suspension: Accounts may be temporarily suspended if violations continue or if the infraction is severe.
- Permanent Termination: Severe or repeated violations will result in permanent removal from the Site.
- Legal Action: [Your Website Name] reserves the right to pursue legal action against any user who engages in fraudulent, illegal, or harmful conduct.

## **6. Prohibited Conduct**

**To ensure a safe and productive environment, the following behaviors are strictly prohibited for both Employers and Service Providers:**

- **Fraud or Misrepresentation:** Providing false information about yourself, your skills, or the job.
- **Non-Payment or Payment Fraud:** Failing to pay for completed services or engaging in fraudulent payment schemes.
- **Harassment or Abuse:** Any form of harassment, bullying, or abusive behavior towards others on the platform.
- **Discriminatory Practices:** Posting jobs or making decisions based on race, gender, religion, sexual orientation, or other protected characteristics.
- **Illegal Activities:** Posting or accepting jobs that involve illegal activities, or violating local, state, or national laws.

## **7. Reporting Misconduct**

If you witness or experience misconduct, fraud, or a violation of these rules, you are encouraged to report it immediately to Gig via [Gig2024@gmail.com](mailto:Gig2024@gmail.com).

We will investigate all reports and take appropriate action to maintain the integrity of the platform.

## **8. Accountability for Content**

- **Employer Accountability:** Employers are responsible for the content they post. You agree that all job listings and communications must be truthful, lawful, and non-infringing on any third-party rights.
- **Service Provider Accountability:** Service Providers are responsible for the content in their profiles and job applications. All information provided must be accurate, and you must not mislead potential Employers about your qualifications or ability to complete a job.

## **9. Enforcement**

Gig reserves the right to monitor user behavior and enforce these rules. Depending on the severity of the infraction, we may:

- Restrict access to certain features of the Site.
- Suspend or terminate your account.
- Refer matters to law enforcement if illegal activity is detected.

## **10. Limitation of Liability**

**Gig is not responsible for any loss or damage caused by:**

- Misrepresentation or breach of contract between Employers and Service Providers.
- Non-performance or incomplete services.
- Unauthorized use of your account or security breaches due to negligence in safeguarding your account credentials.

## **11. Final Accountability**

By using the Site, you agree to take full responsibility for your actions on the platform. This includes compliance with these Terms, local laws, and all financial obligations related to the hiring or performance of services. You also acknowledge that Gig is not responsible for resolving disputes between users and that you are personally accountable for your interactions.

## **12. Changes to the Rules**

Gig reserves the right to update or modify these Terms and Conditions at any time. Any changes will be communicated to users via email or by posting on the Site. Your continued use of the platform after such changes constitutes acceptance of the revised Terms.

### **13. Contact Information**

**For any questions, concerns, or reports of misconduct, please contact us at:**

**[Gig2024@gmail.com](mailto:Gig2024@gmail.com)**

This version focuses heavily on the behavior and responsibilities of both Employers and Service Providers, setting clear expectations and consequences for violating the rules.