**Terms and Conditions**

Welcome to wesasships.com, (herein after referred to as the "Site"), a portal of Webbed Services & Softwares (herein after referred to as the WESAS). These terms and conditions of use ("Terms") constitute a legal agreement between you and WESAS. Use of this Site constitutes your unconditional acceptance of these Terms herein and by all terms, policies and guidelines incorporated by reference. These Terms apply to your use of this Site, and do not alter in any way the terms or conditions of any other agreement you may have with WESAS, its subsidiaries or affiliates. If you are using the Site on behalf of any entity, you further represent and warrant that you are authorized to accept these Terms on such entity's behalf, and that such entity agrees to indemnify WESAS for violations of these Terms. If you do not agree with these terms, please do not use this Site.

**Registration Data and Account Security**

In consideration of your use of the Site, you agree to: (a) provide accurate, current and complete information about you as may be prompted by any registration forms on the Site ("Registration Data"); (b) maintain and promptly update the Registration Data, and any other information you provide to Company, to keep it accurate, current and complete; (c) maintain the security of your password and identification; (d) notify WESAS immediately of any unauthorized use of your account or other breach of security; (e) accept all responsibility for any and all activities that occur under your account; and (f) accept all risks of unauthorized access to the Registration Data and any other information you provide to Company. Please refer to our Privacy Policy for more details on how we collect, store, use, and retain your data on the Site.

**Most Important Terms & Conditions for Employers**

These Terms & Conditions, specifically for employers, are in addition to the other generic Terms & Conditions listed on the page which are common to all the users of the site. Any violation of these T&Cs may result in an employer’s internship being declined for publication on Wesasships or his/her account being permanently blocked.

**Internship Posting T&Cs:**

1. It is your responsibility to ensure that you are authorized to post internships on your organization’s behalf. Any dispute or legal claim arising out of unauthorized posting would be solely your liability and you indemnify Wesasships of any and all possible consequences of such actions.
2. If you upload your organization’s logo while posting your internship or creating/updating your company profile, you are authorizing Wesasships to display it on our website along with internship post or in the list of our clients. It is your responsibility to ensure that you are duly authorized to share your organization logo with 3rd parties and allow them to use it.
3. Wesasships reserves the right to publish the internship post of companies on social media handles like LinkedIn, Indeed etc, and newspapers in order to increase the visibility of the internship post.
4. You must provide accurate and complete details about the organization and the internship – too brief or too vague a description of the organization, or internship profile results in poor quality internship post and hence may get declined. Any act of misinformation or hiding material information would result in your account being permanently blocked.
5. You may be asked for documents in the name of your company for our first-time user authentication process. This information will only be used for authentication purposes and will not be used anywhere else in any form.

**Wesasships does not allow:**

1. Unpaid internships, except for NGOs/NPOs & some niche profiles (Law, Experimental Physics, Library Science, and the likes).
2. Training program and any such program where students are expected to pay a security deposit or an admission fee.
3. Modelling internships from unknown or lesser known companies.
4. Network Level Marketing (NLM) internships.
5. Any internship where there is a possibility for an intern of consuming alcohol or smoking or inducing others to do so, as the majority of our users are underage.
6. Businesses promoting explicit religious content, a particular religious personality or a sect etc. are not allowed to post internships on Wesasships.
7. Businesses promoting or dealing in gambling and related games.
8. Third party internship posting. You can post internships only for the organization that you directly work for. Recruiting agencies or any third party agencies are not authorized to post internships on their clients’ behalf. Any such internships will be declined and the account may be permanently blocked on Wesasships.

**Hiring T&Cs:**

1. It is your responsibility to ensure that there is no material difference between the internship details that are advertised on Wesasships and the details that are communicated to students later in the selection process (pre-interview, in offer letter etc.). Any ‘negative’ material difference (such as offered stipend being lower than what was advertised) may result in your account being permanently blocked on Wesasships.
2. You must respond to any student complaints regarding your internship post that we may bring to your notice within 72 working hours. Failure do so may result in temporary suspension of your internship post till we receive a response from you.
3. If you come across any suspicious activity, content or behaviour on Wesasships by a student or another user, you must report it to Wesasships immediately so that necessary actions can be taken.
4. While we put our best efforts to reach out to the best intern talent available in the country, posting your internship on Wesasships does not guarantee hiring of an intern.

**General T&Cs:**

1. You can use the applicants’ data that you receive for your internship solely for the purpose of intern hiring. Any attempt to send any other communication (promotional content for example) to the applicants or any other usage of the data is strictly prohibited.
2. You are strictly prohibited from transferring/selling/sharing applicants’ data, for free or for a fee, to any other entity. Any such attempt would result in your account on Wesasships being permanently blocked and would be liable for legal action against you and your organization. We take our users’ data privacy and protection very seriously and have zero tolerance policy towards it.
3. Wesasships reserves the right to publish the internship post of companies on social media platforms and websites like LinkedIn, Indeed, Sheroes, Qween, etc., along with newspapers and magazines in order to increase the visibility of the internship post.

**Most Important Terms & Conditions for Student Users**

These Terms & Conditions, specifically for student users, are in addition to the other generic Terms & Conditions listed on the page which are common to all the users of the site. Any violation of these T&Cs may result in a student’s internship application being declined or his/her account being permanently blocked.

1. If you have applied for an internship on Wesasships and receive a communication from Wesasships or hiring organization regarding your application, you must respond to it with-in 72 hours.
2. Once you accept an internship offer, you must make every possible effort to join and start the internship on time. To not show up or to decline an earlier accepted internship offer at the last moment, or to go incommunicado creates a very poor impression of you in front of the employer and reduces the credibility of the student community at large. Any such behaviour will not only result in your account being blocked on Wesasships but we will also report it to your college administration.
3. You must provide with accurate and complete information at the time of internship application or creating an account on Wesasships – any misrepresentation of information, or hiding of material information, or impersonation would result in your account being blocked on the site and you being reported to your college administration.
4. You must pay attention to an internship’s complete details (profile, start date, location, duration, whether paid or unpaid, skills required etc.) before applying for it. Irrelevant applications will result in your account being penalized (we may stop you from applying to future internships or block you account all together)
5. You are strictly prohibited from transferring/selling/sharing employer’ data (contact details etc.), for free or for a fee, with any other entity. Any such attempt would result in your account on Wesasships being permanently blocked and would be liable for legal action against you. We take our users’ data privacy and protection very seriously and have zero tolerance policy towards it.
6. Wesasships student community is a community of sincere students who are known for and expected to demonstrate high standards of professionalism in their dealings with other users and employers – you are required to maintain these standards and decorum of the community.
7. If you come across any suspicious activity, content or behaviour on Wesasships by an employer or another user, you must report it to Wesasships immediately so that necessary actions can be taken – this is both your duty and obligation.
8. While we make our best efforts to bring you the best internship opportunities possible, Wesasships does not guarantee an internship to a student.
9. Upon registration, your registered email id and phone number will be automatically subscribed to receive email and SMS notifications from Wesasships. You may opt out of it anytime.

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**Indemnity**

You agree to defend, indemnify and hold harmless WESAS, its subsidiaries, affiliates, licensors, employees, agents, third party information providers and independent contractors against any claims, damages, costs, liabilities and expenses (including, but not limited to, reasonable attorneys' fees) arising out of or related to any User Content that you post, store or otherwise transmit on or through the Site, your conduct, your use or inability to use the Site, your breach or alleged breach of the Site Terms or of any representation or warranty contained herein, your unauthorized use of the Content, or your violation of any rights of another. Further you shall indemnify WESAS, its subsidiaries, its affiliates and licensors against any loss, expense, cost or damage incurred by any or all of them as a result of your breach of these Terms or your unauthorized use of the Content or the Site.

**Termination**

Notwithstanding any of these Site Terms, WESAS reserves the right, without notice and in its sole discretion, to terminate your account and/or to block your use of the Site.

**Changes to Site Terms**

WESAS reserves the right to change any of the terms and conditions contained in the Site Terms or any policy or guideline of the Site, at any time and in its sole discretion. Any changes will be effective immediately upon posting on the Site. Your continued use of the Site following the posting of changes will constitute your acceptance of such changes. We encourage you to review the Site Terms whenever you visit the website.

**Chargeback**

You hereby expressly agree that once you or any other person have started the process of downloading content from the site by expressly, without reservation, agreeing to the terms and conditions of the site and license agreement, by clicking and accepting them and have further submitted your credit card/ any other card details to the site/internet banking service provider for payment and your account gets debited no chargeback claim/dispute with regard to the failure of delivery of Product/ Content or the use/misuse of such credit card or any other card, filed by you/on your behalf with the Credit Card Provider/Internet banking service provider or any Bank/Financial Institution shall be binding on WESAS or WESAS’s Merchant Bank. You accept and take full responsibility towards the ownership/possession and use of your credit card or any other card. You expressly waive and consciously give up any/all rights you may have in law or in any agreement between you and the credit card or any other card provider/internet service provider or under network rules and regulations to raise any dispute to claim any charge back or any process fee from any Bank/Financial Institution/ Internet banking service provider affecting WESAS in any manner pecuniary or otherwise on any grounds whatsoever including non delivery of Product/Content or fraudulent or improper transactions by the unauthorized/improper use of your credit/debit card or any other card. This understanding that you will have no right to claim any charge back is a material condition of this agreement and once you hereby expressly agree to it you shall be stopped from challenging/disputing it in any adjudication/proceeding before any Bank/Financial institution/ Internet banking service provider or Court or otherwise. Without prejudice to WESAS’s right to defend its interest(s), WESAS shall not be made a party to any chargeback proceedings before any Bank/Financial institution/ Internet banking service provider or court and in no case be required to prove the transaction effected by the use of your credit/debit or any other card was legitimate and genuine, or that WESAS has actually provided you the downloaded content.

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