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Users are prohibited from violating or attempting to violate the security of any client Site including, without limitation, (a) accessing data not intended for such user or logging into a server or account which the user is not authorised to access, (b) attempting to probe, scan or test the vulnerability of a system or network or to breach security or authentication measures without proper authorisation, (c)

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- Posting a CV which includes any contact details, whether it be of the candidate whom the CV relates to, a referee to the candidate, a previous or current employer; or including any names, companies or organisations which the candidate could be realistically contacted through.
- Posting any franchise, pyramid scheme, "club membership", distributorship or sales representative agency arrangement or other business opportunity which requires an up front or periodic payment, pays commissions only (no significant salary), requires recruitment of other members, sub-distributors or sub-agents.
- Using the orionjobs.com CV database for any purpose other than as an employer seeking employees for specific live jobs including, but not limited to, using the information in the CV database to sell or promote any products or services or to source people to join a franchise, pyramid scheme, "club membership", distributorship or sales representative agency arrangement or other business opportunity requires an up front or periodic payment, pays commissions only (no significant salary), requires recruitment of other members, sub-distributors or sub-agents or to register with other job boards or CV Databases.
- Sending unsolicited mail, email or sms/txt messages, making unsolicited phone calls or sending unsolicited faxes regarding promotions and/or advertising of products or services to a user of a orionjobs.com Site.
- Deleting or revising any material posted by any other person or entity.
- Using any device, software or routine to interfere or attempt to interfere with the proper working of any orionjobs.com Site or any activity being conducted on this Web Site.
- Taking any action which imposes an unreasonable or disproportionately large load on any orionjobs.com Site's infrastructure.
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- Notwithstanding anything to the contrary contained herein, using or attempting to use any engine, software, tool, agent or other device or mechanism including, without limitation,

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- Post material that is obscene, offensive, vulgar, defamatory, threatening, harassing, abusive, hateful, racist, sexist, discriminatory, of a menacing character or embarrassing, or which may cause annoyance, anxiety or inconvenience to another user or any other person or entity;
- Post a sexually-explicit image or statement;
- Post advertisements or solicitations of business;
- Post chain letters, pyramid schemes or impersonate another person;

- Post material that contains viruses, Trojan horses, worms, time bombs, cancelbots or other computer programming routines or engines that are intended to damage, detrimentally interfere with, surreptitiously intercept or expropriate any system, data or information.

Not adhering to the above points may, without prior notification to the poster, result in the removal of such postings. If fees have been paid to client for the placing of such postings, these fees will be non-refundable.

The Client shall include in the job description the following information:

- Any qualifications and/or authorisations required by law or any or by any relevant professional body;
- If the rate of pay is included, the job description must also include the nature of the work, the location, minimum experience, training and/or qualifications required in order for an Applicant to receive such rate of pay; and/or
- Where the Client is employment agency or employment business, it must state in which capacity it is acting in relation to the vacancy.

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