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Definitions

The term "misuse" shall mean and include all acts which are aimed at utilizing the database of EL for any purposes other than advertising your resumes. It shall also extend to the use of the database for commercial purposes without the express permission of EL.

The term "offensive material" shall mean and include obscene material it shall include content which is aimed at demeaning a particular class of individuals, corporate body, country etc. It shall also include content having the effect of violating the Intellectual Property Rights of others.

The terms "service" or "services" would mean and include the interactive online information service offered by EL on the internet through which the user may access information carried by EL in the database maintained by it. The terms would include the search tools through which the user can search through the hosted databases and information using a number of search tools that are present with a selection matching their search criteria.

The term "subscriber" would include any person, whether an individual who has subscribed to the services of EL, and to whom the access is restricted by the use of user name and a password. The user name and password are chosen by the user and agreed upon by EL.

The term "unauthorised user" is defined as any person who does not have a legal or a contractual right to access the services of EL, but does so.

Terms of Use

1. You hereby expressly agree not to use of the services of EL in a manner contrary to any law which might be applicable at the relevant time.
2. You should not access data not intended for you or log into server or account that you are not authorized to access.
3. You should not attempt to probe, scan or test the vulnerability of a system or network.
4. You should not attempt or breach security or authentication measures without proper authorization
5. You should not attempt to interfere with, access by any other user including but not limited to by submitting a virus of any kind or Trojan horse to EL, overloading, Flooding, mail bombing or crashing.
6. You should not copy, distribute, download, display, perform, reproduce, modify, edit, alter, enhance, broadcast or tamper with in any way or otherwise use any material contained in EL.
7. You should not copy and distribute this information on any other server, or modify or re-use information, text, graphics, sound, etc. on this Website to any other system.
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11. You should not upload, post, email, transmit or otherwise make available either directly or indirectly, any unsolicited bulk e-mail or unsolicited commercial e-mail.
12. Subscribers shall under no circumstance sublicense, assign, or transfer the License, and any attempt at such sublicense, assignment or transfer is void.
13. The User / subscriber / visitor to EL or affiliated site(s) is prohibited from uploading, posting, transmitting, updating or sharing: any information that:
 - Belongs to another person and to which the user does not have any right to
 - Is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, paedophilic, libellous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever.
 - Infringes any patent, trademark, copyright or other proprietary rights
 - Violates any law for the time being in force

- Deceives or misleads the addressee about the origin of such messages or communicates any information which is grossly offensive or menacing in nature
 - Impersonate another person
 - Contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer resource
14. Threatens the unity, integrity, defence, security or sovereignty of UAE, friendly relations with foreign states, or public order or causes incitement to the commission of any cognisable offence or prevents investigation of any offence or is insulting any other nation.

Spamming

Is prohibited, EL reserves the right to filter and monitor and block the emails sent by you/user using the servers owned/maintained by EL to relay emails. All attempts shall be made by EL and the user to abide by International Best Practices in containing and eliminating Spam. Violations of system or network security may result in civil or criminal liability.

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Privacy Policy

The user of EL is subject to EL/ EL Privacy Policy and its Governing Law and Jurisdiction, by accessing the Website you agree that the laws prevailing in UAE shall be the governing laws in all matters relating to EL as well as these Terms and Conditions.

Courts in Dubai, UAE alone shall have the exclusive jurisdiction in all matters relating to EL and these Terms and Conditions, irrespective of the territory and jurisdiction of your access to EL.

EL reserves its rights to monitor all postings to the EL. However, if EL becomes aware of an inappropriate use of EL or any of its Services, EL will respond in any way that, in its sole discretion, EL deems appropriate. You acknowledge that EL will have the right to report to law enforcement authorities any actions that may be considered illegal, as well as any information it receives of such illegal conduct. When requested, EL will co-operate fully with law enforcement agencies in any investigation of alleged illegal activity on the Internet.

EL reserves all other rights. By creating an account on EL, you agree to the following:

1. The resume/ insertion or information/data fed by the user can be updated by the user alone, free of cost. EL/EL shall not be responsible for any changes made in the resume/information uploaded by the user.
2. EL offers no guarantee nor warranties that there would be a satisfactory response or any response at all once the resume/ insertion or information/data is fed by the user.
3. EL neither guarantees nor offers any warranty about the credentials bonafides, status or otherwise of the prospective employer/organization which downloads the resume/ insertion or information/data and uses it to contact the user.
4. EL would not be held liable for loss of any data technical or otherwise, or of the resume/ insertion or information/data or particulars supplied by user due to acts of god as well

as reasons beyond its control like corruption of data or delay or failure to perform as a result of any cause(s) or conditions that are beyond EL's reasonable control including but not limited to strikes, riots, civil unrest, Govt. policies, tampering of data by unauthorized persons like hackers, distributed denial of service attacks, virus attacks, war and natural calamities.

5. EL reserves its right to reject and delete any resume/ insertion or information/data fed in by the user without assigning any reason.
6. This free service entitles the user alone i.e the same person, to add modify or change the data/information fed in by him but does not entitle him to use the free service to feed fresh insertion or information/data /resume of another person in place of the insertion or information/data already fed in by such user.
7. EL has the right to make all such modifications/editing of resume in order to fit resume in its database.
8. The username/password created by the subscriber will enable the subscriber to access all the information received through EL, but the sole responsibility of the safe custody of the password shall be that of the subscriber and EL shall not be responsible for data loss/theft of data/corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. EL undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password.
9. All changes / modifications made by the user to the data / information shall be effected and will come into operation only after 24-48 hours of such changes / modifications being made.

Anti-Spam Policy

Mailing practices such as transmitting marketing and promotional mailers/ Offensive messages/ messages with misleading subject lines in order to intentionally obfuscate the original message, are strictly prohibited. We reserve the right to terminate services, without prior notice, to the originator of Spam. The subscriber shall be assigned password (s) by EL to enable the subscriber to post resumes / CV's on the site in agreed upon section(s), but the sole responsibility of the safe custody of the password shall be that of the subscriber and EL shall not be responsible for data loss/theft of data or corruption of data or the wrong usage/misuse of the password and any damage or leak of information and its consequential usage by a third party. EL undertakes to take all reasonable precautions at its end to ensure that there is no leakage/misuse of the password granted to the subscriber. Only insertions with contact information registered with EL will be displayed on the site. The User of these services does not claim any copyright or other Intellectual Property Right over the data uploaded by him/her on the website.

The Courts in UAE alone shall have the sole and exclusive jurisdiction in case of any dispute. All disputes arising out of the transactions between a user and EL will be resolved in accordance with the laws of UAE as applicable.