

Job Board & Introductory Service Terms & Policy Agreement (UK)

1. Nature of Service: Introductory Platform Only

Diversita Consulting Limited operates strictly as an **introductory job board platform** connecting neurodivergent job seekers with UK-based employers and organisations.

- Our service is limited to facilitating workplace visibility, signposting vacancies, and providing educational resources, training, or frameworks to participating organisations.
- Diversita Consulting Limited does not act as an employment business (supplying temporary staff) and is not a party to any subsequent employment contract, contract for services, or engagement entered into between the candidate and the organisation.

2. Statutory Duties and Limitation of Liability for Workplace Practices

Under the **Equality Act 2010**, UK employers have a strict statutory duty to ensure fair recruitment practices and to make reasonable adjustments for neurodivergent individuals and those with disabilities.

- While Diversita Consulting Limited makes every effort to collaborate with, advise, and train participating organisations to foster neuro-inclusive cultures, **the ultimate legal and operational responsibility for compliance with the Equality Act 2010 rests solely with the hiring organisation.**
- Diversita Consulting Limited accepts no responsibility or liability for the actual day-to-day workplace practices, management behaviour, internal policies, or culture of these independent organisations.
- The completion of Diversita Consulting Limited training modules, attendance at webinars, or use of our neuro-inclusive frameworks by an organisation does not guarantee a specific workplace experience or constitute a legal endorsement of that organisation's employment practices.

3. No Participation in Recruitment, Selection, or Interview Processes

Diversita Consulting Limited plays **no active part** in the formal recruitment, screening, interviewing, assessment, or selection processes of the organisations listing vacancies on our platform.

- All hiring decisions, candidate communications, interview structures, and formal offers of employment are made solely at the discretion and under the control of the respective organisation.
- We accept no liability for any direct or indirect outcomes of an organisation's application process, including any perceived bias, failure to provide reasonable adjustments, or lack of accessibility during the recruitment stages.

4. Independent Engagement and Dispute Resolution

Any employment, placement, or contractual agreement entered into is **strictly a matter between the job seeker and the hiring organisation.**

- Diversita Consulting Limited will not act as a mediator, arbitrator, or representative in any workplace grievances, disputes, or employment tribunal claims arising from an individual's recruitment process or subsequent employment with an organisation found via our platform.

5. Governing Law

This agreement and any dispute or claim arising out of or in connection with it shall be governed by and construed in accordance with the **laws of England and Wales**, and the parties irrevocably submit to the exclusive jurisdiction of the courts of England and Wales.