

# Job Board & Introductory Service Terms

*The Neurodiversity Job Board (A trading name of Diversita Consulting Limited)*

## 1. Nature of Service: Introductory Platform Only

The Neurodiversity Job Board operates strictly as an introductory signposting platform connecting job seekers with independent UK-based employers and organisations. Our service is limited to facilitating workplace visibility, signposting vacancies, and providing educational resources or frameworks to participating organisations. The Neurodiversity Job Board and Diversita Consulting Limited do not act as an employment agency or employment business (supplying temporary or permanent staff) and are not a party to any subsequent employment agreement, contract for services, or engagement entered into between candidates and hiring organisations.

## 2. Statutory Duties & Limitation of Liability for Workplace Practices

Under the Equality Act 2010, UK employers hold a strict statutory duty to ensure fair recruitment practices and provide reasonable adjustments for neurodivergent individuals and applicants with disabilities. While we collaborate with and advise participating organisations on their neuro-inclusion journey, ultimate legal and operational responsibility for compliance rests solely with the hiring organisation. The Neurodiversity Job Board accepts no responsibility or liability for the day-to-day workplace practices, management behaviour, internal policies, or culture of listed employers. An organisation's presence on this platform, or their use of Diversita resources, does not constitute a legal guarantee or endorsement of their employment practices.

## 3. No Participation in Recruitment, Selection, or Assessment

The Neurodiversity Job Board plays no active role in the formal recruitment, screening, interviewing, assessment, or hiring decisions of participating organisations. All application links redirect candidates directly to the employer's official Applicant Tracking System (ATS) or careers portal. All hiring decisions, candidate communications, interview structures, and job offers are made solely at the discretion and under the control of the respective employer. We accept no liability for application outcomes, recruitment delays, perceived bias, or failure by an employer to

provide requested interview adjustments.

## 4. Independent Engagement & Dispute Resolution

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

These terms, and any dispute or claim arising out of or in connection with them, shall be governed by and construed in accordance with the laws of England and Wales. The parties irrevocably submit to the exclusive jurisdiction of the courts of England and Wales.

*Date of Last Review: September 2026*