

PRIVACY

1. Introduction

This Privacy Policy applies to the Janus Partnership LLP, its associated brands (International Conflict Management Forum, Managing Conflict at Work and Managing Coaching at Work) and Internet sites.

The Janus Partnership LLP is a company registered in England and Wales ("the Company") at Third Floor, 207 Regent Street, LONDON, W1B 3HH, United Kingdom, and whose registered partnership number is OC349569.

2. Use Of Personal Information

The Company respects the freedom of all people who visit our websites, register personal information for our newsletters or other resources, or otherwise disclose contact or other information as a result of accessing any service offered by any of our sites.

The Company will not obtain information allowing you to be identified personally (directly, or indirectly) - for example your name, address, telephone number or e-mail address - unless you have voluntarily communicated it to us. If you do supply us with such personal information, it will be stored in our secure database to be used for permitting access to our on-line resources (such as articles and template files for download), marketing and also to allow us to contact you.

We will not disclose any information you supply to any third party or for any other purpose than those described.

3. Access Rights and Rectification

A nominated person within the Company is registered as a Data Controller within the United Kingdom.

Pursuant to the United Kingdom Data Protection Act, any contributor may address a demand to modify the information concerning them. You have the right to oppose, to access, and to rectify data concerning yourself. Thus, you can demand data to be rectified, completed, clarified or updated and you can demand that we delete information concerning yourself which is incorrect, incomplete, ambiguous, out-of-date or the collection or the use, communication or preserving of which is forbidden. If you wish to take this matter further, please contact the Data Controller, The Janus Partnership, Suite 404, 324-326 Regent Street, LONDON W1B 3HH, United Kingdom.

We will respect the data access rights of any contributor of personal information irrespective of where they are located or access our services. For the avoidance of doubt, this means that we will observe the same data access rights of individuals or organizations accessing our services from both within or outside of the United Kingdom.

4. Website Content

4a. Intellectual Property

Our website and all of their contents are protected by copyright throughout the world. The words and marks The Janus Partnership, The Janus Partnership LLP, International Conflict Management Forum, ICMF, Managing Conflict at Work and Managing Coaching at Work and the Janus and ICMF logos and slogans are owned by the Company.

Thus, our websites and all they contain are fully protected as the intellectual property of the Company or of a third party who has been authorized by the Company to use it. Any reproduction, use, adaptation, translation, marketing (whether such acts are total or partial) of any part of any of our websites or its contents is forbidden, unless the Company's written permission is first obtained. The Company reserves the right to take legal action of any kind against any infringement of its intellectual property rights. Nevertheless, you can print out full pages of the site for your personal use.

4b. Links to the Site

If you wish to make a link from another site to any of the Company's sites, you should link it to The Janus Partnership Homepage, and you cannot do so unless you have first received the written permission of the Company to do so.

4c. Information we put directly on your hard drive

During your visit to the site, we do not set up some information directly on your computer, for example under the name of "cookies" or a similar file.

4d. Disclaimer

To the extent permitted by law, the Company makes no warranty whatsoever concerning our websites or any of their contents, and neither do any third parties involved directly and indirectly in the creation of these sites.

The Company will not be liable (whether in direct or indirect damages, special damages, particular or accessory damages) for any losses of whatever nature which you or third parties may sustain as a result of you use of or access to our sites.

This disclaimer applies in its entirety in respect of access to sites linked to the Company's sites by means of hyperlinks. Some information and data available on the Company's websites is produced by third parties: the Company is committed to making its best effort to provide reliable content, which is pertinent, correct and exhaustive, but is not responsible for any errors, or any absence of information available and/or the presence of a virus on its site. You agree that any information that you send to the Company is non-confidential and free of right. Except an explicit preliminary agreement to the contrary applies, the Company is free to use any ideas, concepts, expertise or techniques contained in any communication from you for any purpose, including, without limitation, for the purpose of reproducing and divulging any information to third parties.

5. Clarification and applicable law

The applicable law is English law, and it is agreed that only the English courts have jurisdiction in relation to the terms here described.