



Terms and Conditions

Agreement between User and <https://www.vtworksforwomen.org>

Welcome to <https://www.vtworksforwomen.org>. The <https://www.vtworksforwomen.org> website (the "Site") is comprised of various web pages operated by Vermont Works for Women ("VWW"). <https://www.vtworksforwomen.org> is offered to you conditioned on your acceptance without modification of the terms, conditions, and notices contained herein (the "Terms"). Your use of <https://www.vtworksforwomen.org> constitutes your agreement to all such Terms. Please read these terms carefully, and keep a copy of them for your reference.

<https://www.vtworksforwomen.org> is a Non-Profit Site.

The purpose of Vermont Works for Women's website is to communicate the mission and programs of the nonprofit. The website also offers ways for people to engage with the organization including subscribing to its email newsletter, registering online for programs, signing up to volunteer, and donating online.

Privacy

Your use of <https://www.vtworksforwomen.org> is subject to VWW's Privacy Policy. Please review our Privacy Policy located on the home page, which also governs the Site and informs users of our data collection practices.

Electronic Communications

Visiting <https://www.vtworksforwomen.org> or sending emails to VWW constitutes electronic communications. You consent to receive electronic communications and you agree that all agreements, notices, disclosures and other communications that we provide to you electronically, via email and on the Site, satisfy any legal requirement that such communications be in writing.

Your Account

If you use the Build Your Skills online curriculum on this site, you are responsible for maintaining the confidentiality of your membership account username and password and for restricting access to your computer, and you agree to accept responsibility for all activities that occur under your account or password. You may not assign or otherwise transfer your account to any other person or entity. You acknowledge that VWW is not responsible for third party access to your account that results from theft or misappropriation of your account. VWW and its associates reserve the right to refuse or cancel service, terminate accounts, or remove or edit content in our sole discretion.

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By posting, uploading, inputting, providing or submitting your Submission you warrant and represent that you own or otherwise control all of the rights to your Submission as described in this section including, without limitation, all the rights necessary for you to provide, post, upload, input or submit the Submissions.

International Users

The Service is controlled, operated and administered by VWW from our offices within the USA. If you access the Service from a location outside the USA, you are responsible for compliance with all local laws. You agree that you will not use the VWW Content accessed through <https://www.vtworksforwomen.org> in any country or in any manner prohibited by any applicable laws, restrictions or regulations.

Indemnification

You agree to indemnify, defend and hold harmless VWW, its officers, directors, employees, agents and third parties, for any losses, costs, liabilities and expenses (including reasonable attorney's fees) relating to or arising out of your use of or inability to use the Site or services, any user postings made by you, your violation of any terms of this Agreement or your violation of any rights of a third party, or your violation of any applicable laws, rules or regulations. VWW reserves the right, at its own cost, to assume the exclusive defense and control of any matter otherwise subject to indemnification by you, in which event you will fully cooperate with VWW in asserting any available defenses.

Arbitration

In the event the parties are not able to resolve any dispute between them arising out of or concerning these Terms and Conditions, or any provisions hereof, whether in contract, tort, or otherwise at law or in equity for damages or any other relief, then such dispute shall be resolved only by final and binding arbitration pursuant to the Federal Arbitration Act, conducted by a single neutral arbitrator and administered by the American Arbitration Association, or a similar arbitration service selected by the parties, in a location mutually agreed upon by the parties. The arbitrator's award shall be final, and judgment may be entered upon it in any court having jurisdiction. In the event that any legal or equitable action, proceeding or arbitration arises out of or concerns these Terms and Conditions, the prevailing party shall be entitled to recover its costs and reasonable attorney's fees. The parties agree to arbitrate all disputes and claims in regards to these Terms and Conditions or any disputes arising as a result of these Terms and Conditions, whether directly or indirectly, including Tort claims that are a result of these Terms and Conditions. The parties agree that the Federal Arbitration Act governs the interpretation and enforcement of this provision. The entire dispute, including the scope and enforceability of this arbitration

provision shall be determined by the Arbitrator. This arbitration provision shall survive the termination of these Terms and Conditions.

Liability Disclaimer

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Termination/Access Restriction

VWW reserves the right, in its sole discretion, to terminate your access to the Site and the related services or any portion thereof at any time, without notice. To the maximum extent permitted by law, this agreement is governed by the laws of the State of Vermont and you hereby consent to the exclusive jurisdiction and venue of courts in Vermont in all disputes arising out of or relating to the use of the Site. Use of the Site is unauthorized in any

jurisdiction that does not give effect to all provisions of these Terms, including, without limitation, this section.

You agree that no joint venture, partnership, employment, or agency relationship exists between you and VWW as a result of this agreement or use of the Site. VWW's performance of this agreement is subject to existing laws and legal process, and nothing contained in this agreement is in derogation of VWW's right to comply with governmental, court and law enforcement requests or requirements relating to your use of the Site or information provided to or gathered by VWW with respect to such use. If any part of this agreement is determined to be invalid or unenforceable pursuant to applicable law including, but not limited to, the warranty disclaimers and liability limitations set forth above, then the invalid or unenforceable provision will be deemed superseded by a valid, enforceable provision that most closely matches the intent of the original provision and the remainder of the agreement shall continue in effect.

Unless otherwise specified herein, this agreement constitutes the entire agreement between the user and VWW with respect to the Site and it supersedes all prior or contemporaneous communications and proposals, whether electronic, oral or written, between the user and VWW with respect to the Site. A printed version of this agreement and of any notice given in electronic form shall be admissible in judicial or administrative proceedings based upon or relating to this agreement to the same extent and subject to the same conditions as other business documents and records originally generated and maintained in printed form. It is the express wish to the parties that this agreement and all related documents be written in English.

Changes to Terms

VWW reserves the right, in its sole discretion, to change the Terms under which <https://www.vtworksforwomen.org> is offered. The most current version of the Terms will supersede all previous versions. VWW encourages you to periodically review the Terms to stay informed of our updates.

Contact Us

VWW welcomes your questions or comments regarding the Terms:

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Effective as of February 21, 2023