

Canadian Worker Co-operative Federation Terms of Use

Effective as of 5 March 2026.

1. General Information Regarding These Terms of Use

Master terms: Welcome, and thank you for your interest in the Canadian Worker Co-operative Federation ("CWCF," "we," "our," or "us"). Unless otherwise noted on a particular site or service, these master terms of use ("Master Terms") apply to your use of the website that CWCF operates: www.canadianworker.coop ("the Website"). The Master Terms also apply to all information and services provided through the Website (together with the Websites, the "Services").

The Master Terms form a binding legal agreement between you and CWCF in relation to your use of the Services. Collectively, this legal agreement is referred to below as the "Terms."

2. Your Agreement to the Terms

BY ACCESSING OR USING ANY OF THE SERVICES, YOU ACKNOWLEDGE THAT YOU HAVE READ, UNDERSTOOD, AND AGREED TO BE BOUND BY THE TERMS. By accessing or using any Services, you also represent that you have the legal authority to accept the Terms on behalf of yourself and any party you represent in connection with your use of any Services. If you do not agree to the Terms, you are not authorized to use any Services. If you are an individual who is entering into these Terms on behalf of an entity, you represent and warrant that you have the power to bind that entity, and you hereby agree on that entity's behalf to be bound by these Terms, with the terms "you," and "your" applying to you, that entity, and other users accessing the Services on behalf of that entity.

3. General Conditions

From time to time, CWCF may change, remove, or add to the Terms, and reserves the right to do so in its discretion. In that case, we will post updated Terms and indicate the date of revision. If we feel the modifications are material, we will make reasonable efforts to post a prominent notice on the Website. All new and/or revised Terms take effect immediately and apply to your use of the Services from that date on, except that material changes will take effect 30 days after the change is made and identified as material. Your continued use of any Services after new and/or revised Terms are effective indicates that you have read, understood, and agreed to those Terms.

You agree that we will not be liable to you or any third party for any modification, suspension, or discontinuance of our Website or for any service, content, or feature offered through our Website.

4. Prohibited Conduct

You agree not to engage in any of the following activities:

- 1. Violating laws and rights:

You may not (a) use any Service for any illegal purpose or in violation of any local, provincial, national, or international laws, (b) violate or encourage others to violate any right of or obligation to a third party, including by infringing, misappropriating, or violating intellectual property, confidentiality, or privacy rights.

- 2. Disruption:

You may not use the Services in any manner that could disable, overburden, damage, or impair the Services, or interfere with any other party's use and enjoyment of the Services; including by (a) uploading or otherwise disseminating any virus, adware, spyware, worm or other malicious code, or (b) interfering with or disrupting any network, equipment, or server connected to or used to provide any of the Services, or violating any regulation, policy, or procedure of any network, equipment, or server.

- 3. Harming others:

You may not post or transmit content on or through the Services that is harmful, offensive, obscene, abusive, invasive of privacy, defamatory, hateful or otherwise discriminatory, false or misleading, or incites an illegal act; and

You may not intimidate or harass another through the Services.

- 4. Impersonation or unauthorized access:

You may not impersonate another person or entity, or misrepresent your affiliation with a person or entity when using the Services;

You may not use or attempt to use another's account or personal information without authorization; and

You may not attempt to gain unauthorized access to the Services, or the computer systems or networks connected to the Services, through hacking, password mining or any other means.

5. Errors and Omissions

Please note that our Website may contain typographical errors or inaccuracies and may not be complete or current. We reserve the right to correct any errors, inaccuracies, or omissions and to change or update information at any time, without prior notice.

6. DISCLAIMER

To the fullest extent permitted by applicable law, CWCF offers the Services as-is and makes no representations or warranties of any kind concerning the Services, express, implied, statutory, or otherwise, including without limitation, warranties of title, merchantability, fitness for a particular purpose, or non-infringement. CWCF does not warrant that the functions of the Services will be uninterrupted or error-free, that content made available on or through the Services will be error-free, that defects will be corrected, or that any servers used by CWCF are free of viruses or other harmful components. CWCF does not warrant or make any representation regarding use of the content available through the Services in terms of accuracy, reliability, or otherwise.

7. LIMITATION OF LIABILITY

To the fullest extent permitted by applicable law, in no event will CWCF be liable to you on any legal theory for any incidental, direct, indirect, punitive, actual, consequential, special, exemplary, or other damages, including without limitation, loss of revenue or income, lost profits, pain and suffering, emotional distress, cost of substitute goods or services, or similar damages suffered or incurred by you or any third party that arise in connection with the Services (or the termination thereof for any reason), even if CWCF has been advised of the possibility of such damages.

To the fullest extent permitted by applicable law, CWCF is not responsible or liable whatsoever in any manner for any content posted on or available through the Services, for your use of the Services, or for the conduct of third parties on or through the Services.

Certain jurisdictions do not permit the exclusion of certain warranties or limitation of liability for incidental or consequential damages, which means that some of the above limitations may not apply to you. In these jurisdictions, the foregoing exclusions and limitations will be enforced to the greatest extent permitted by applicable law.

8. Indemnification

To the extent authorized by law, you agree to indemnify and hold harmless CWCF, its employees, officers, directors, affiliates, and agents from and against any and all claims, losses, expenses, damages, and costs, including reasonable lawyers' fees, resulting directly or indirectly from or arising out of (a) your violation of the Terms, and/or (b) your use of any of the Services.

9. Privacy Policy

CWCF is committed to responsibly handling the information and data we collect through our Services in compliance with our Privacy Policy, which is incorporated by reference into these Master Terms. Please review our Privacy Policy so you are aware of how we collect and use your personal information.

10. Miscellaneous Terms

Choice of law: The Terms are governed by and construed by the laws of the Province of Nova Scotia, Canada.

Dispute resolution: The parties agree that any disputes between CWCF and you concerning these Terms, and/or any of the Services may only be brought in a court of competent jurisdiction in Nova Scotia, and you hereby consent to the personal jurisdiction and venue of such court.

No waiver: Either party's failure to insist on or enforce strict performance of any of the Terms will not be construed as a waiver of any provision or right.

Severability: If any part of the Terms is held to be invalid or unenforceable by any law or regulation or final determination of a competent court or tribunal, that provision will be deemed severable and will not affect the validity and enforceability of the remaining provisions.

No agency relationship: The parties agree that no joint venture, partnership, employment, or agency relationship exists between you and CWCF as a result of the Terms or from your use of any of the Services.

Entire Agreement: These Master Terms constitute the entire agreement between you and CWCF relating to this subject matter and supersede any and all prior communications and/or agreements between you and CWCF relating to access and use of the Services.

11. Questions or Concerns

Please send all questions, comments, and feedback to us at communications@canadianworker.coop.