

TERMS OF PUBLICATION – JOB OFFERS SECTION (the "Terms of Publication")

The Terms of Publication supplement and form an integral part of the [Terms of Use](#) applicable to any person accessing the website of the Bureau de la sécurité privée (the "BSP").

1. Subject

The BSP makes available to the public, on its website, a section dedicated to the publication of job offers (the "**Job Offers Section**") by anyone who has a job opening that requires an agent's licence issued by the BSP (the "**Employer**"). All job offers submitted for publication in the Job Offers Section must comply with the terms herein.

2. Request for publication in the Job Offers Section

Any Employer who wishes to post a job offer on the BSP's website must submit the content of their offer (the "**Content**") via the [interactive form provided for this purpose and available in the Job Offers Section](#) (the "**Form**").

3. Financial terms

The posting service in the Job Offers Section offered by the BSP is free of charge.

4. Employer's undertakings and responsibilities

The Employer acknowledges that it is and remains fully responsible for the quality and accuracy of the Content when submitting the Form, and declares that the Content meets and respects the following:

4.1. Veracity and accuracy

The Employer guaranties that the Content is true and accurate. The Content shall not, under any circumstances, contain any information that is false, deceptive or otherwise misleading.

4.2. Compliance with applicable legislation

The Employer guaranties that the Content complies with all applicable laws, regulations or order, including but not limited to labour law.

4.3. Use of French

The Employer undertakes to provide a fully written version of the Content of their offer in French. The Employer understands that a second version of the Content of their offer, entirely in English, may be posted on the English version of the Job Offers Section. To do so, the Employer must select the option for this purpose and complete the corresponding English version at the same time as the mandatory French version.

4.4. Language quality

The Employer undertakes to provide a comprehensible, structured and exhaustive Content. The Employer must ensure that the French language, and English where applicable, is of good quality and that there are no spelling or typographical errors. The BSP may, without obligation on its part and without notifying the Employer, correct any spelling errors it finds in the Content.

4.5. Respect for the rights of others

The Employer guarantees that the Content does not infringe the rights of others, including those relating to privacy, protection of personal information and intellectual property rights.

4.6. Content that is free of hate, violence or otherwise disrespectful

The Employer undertakes that the Content shall be free of comments that are namely abusive, defamatory, offensive, hateful, discriminatory, infringing upon fundamental human rights or otherwise unlawful or unacceptable.

4.7. Employer's acknowledgement

The Employer acknowledges and agrees that failure to comply with these Terms of Publication will lead to the automatic rejection of their request for publication, and that the BSP reserves the right and discretion to take appropriate actions, including prohibiting any access to the job posting service and/or any website, content or functionality belonging to the BSP, to inform any aggrieved party or to report derogatory actions to the competent authorities, if applicable.

5. Publication procedures

5.1. Published content

The BSP publishes the Content in the Job Offers Section as transmitted by the Employer, provided that the Terms of Publication are satisfied.

The BSP reserves the right, at its sole discretion, to refuse the posting of any Content, including but not limited to, if the Content as transmitted is deemed contrary to the public interest, the industry, the BSP or its partners.

Job offers are posted from the most recent to the oldest.

5.2. End of posting

5.2.1. Occurrence of the posting “End date”

The BSP may, without authorization or notice, remove any Content posted on the website, as soon as the posting “End date” indicated therein occurs.

5.2.2. Withdrawal at the Employer’s request

Employers who wish to remove its offer from the Job Offers Section before the end of the posting date shall make a written request to the BSP at communications@bspquebec.ca.

5.2.3. Withdrawal by the BSP

The BSP reserves the right, at its sole discretion, to remove any Content from the Job Offers Section before the end of the posting date if the Content does not comply with the Terms of publication or is deemed contrary to the interest of the public, the industry, the BSP or its partners.

6. Disclaimer

The publication of Content in the Job Offers Section does not in any way engage the responsibility of the BSP and never constitute a recommendation or a reference in favor of an Employer. In addition, it is acknowledged and agreed that the BSP does not participate in the hiring process that the Employer initiates and cannot be considered as an intermediary under any circumstances. As provided in the [Terms of Use](#) applicable to any person accessing the BSP website, we reiterate that any job offer published in the Job Offers Section remains the responsibility of its author. The BSP does not offer any guarantee regarding the content of such job offers and cannot answer any inquiries about them. In addition, the BSP does not guarantee any results with respect to the publication of such a job offer on its website, either in respect to candidates or employers or personnel selection companies and cannot be held responsible for decisions taken for any reason whatsoever, by a candidate or an entity that posts Content on the BSP’s website.

Effective date: 2024-09-30