

## COMMUNITY GUIDELINES

Last updated on March 3rd ("Effective Date").

### INTRODUCTION

Every day, various Seekers and Providers use our platform to share their stories, opinions, projects that they have or wish to work upon, collaboration requests, opportunities about jobs, fairs, training mentoring, career fair, site tours, apprenticeships, engage with the like content posted by other CM2 Community, and interact with each other.

We recognize how important it is for our platform to be a place where people feel empowered to engage, and we take seriously our role in keeping abuse off our platform. That's why we've developed a set of Community Guidelines that outline what is and is not allowed on our platform. These guidelines are our acceptable use policy, so if you come across an opportunity or content that shouldn't be on our platform, please report it to us at [hello@cm2.co.uk](mailto:hello@cm2.co.uk).

We recommend that you also consult our User Agreement and/or Subscription Agreement, for additional information on terms applicable to you when you use our platform.

By using our App or Provider Portal, you agree that you have read and consented to our Disclaimer, Community Guidelines and other policies as applicable to you, in their entirety.

#### 1. Content Safety

Our platform is not a place for antagonistic, explicit, false or misleading, harmful, hateful, or violent content or behaviour. We may remove, limit, or block the distribution of such content and the accounts, that create or spread it.

- i. COVID-19: Community Guidelines Updates and Protections: As people around the world confront this unprecedented public health emergency, we want to make sure that our Community Guidelines protect people from harmful content and new types of abuse related to COVID-19. We're working to remove content that has the potential to contribute to real-world harm, including through misinformation that contributes to the risk of imminent violence or physical harm.
- ii. Adult Content

Our platform isn't a place for pornography. We limit the distribution of or remove mature and explicit content, including:

- Fetish imagery
- Vivid sexual descriptions
- Graphic depictions of sexual activity
- Images of nudity where the poses, camera angles, or props suggest pornographic intent

iii. Exploitation

Our platform isn't a place for exploitation of people or animals. We'll remove or limit the distribution of content and accounts involved in practices that risk harm to people or animals, including sexual, physical, or financial exploitation. That includes:

- Sexualization or sexual exploitation of minors, like grooming, sexual remarks or inappropriate imagery.
- Non-consensual images, meaning images of a private or sexual nature obtained or published without consent. This includes revenge porn and up-skirt images.
- Adult sexual services that may involve sexual or physical exploitation or trafficking, like sex cams and escort services.
- Human trafficking, slavery, servitude and forced or compulsory labor.
- Other illegal commercial exploitation, like trading in organs or products made from human remains or body parts.
- The sale of wild animals or protected and endangered wildlife.
- Corpses, animal parts or products derived from cat or dog parts, or protected and endangered wildlife, including ivory.
- Irresponsible and harmful animal tourism or otherwise exploitative practices like organized animal fighting.

iv. Hateful Activities

Our platform isn't a place for hateful content or the people and groups that promote hateful activities. We limit the distribution of or remove such content and accounts, including:

- Slurs or negative stereotypes, caricatures and generalizations;
- Support for hate groups and people promoting hateful activities, prejudice and conspiracy theories;
- Condoning or trivializing violence because of a victim's membership in a vulnerable or protected group;

- Support for white supremacy, limiting women’s rights and other discriminatory ideas;
- Hate-based conspiracy theories and misinformation;
- Denial of an individual’s gender identity or sexual orientation, and support for conversion therapy and related programs;
- Attacks on individuals including public figures based on their membership in a vulnerable or protected group;
- Mocking or attacking the beliefs, sacred symbols, movements, or institutions of the protected or vulnerable groups.

v. Misinformation

Our platform isn’t a place for misinformation, disinformation, mal-information or the individuals spreading or creating it. We remove or limit distribution of false or misleading content that may harm our users or the public’s well-being, safety or trust, including:

- Medically unsupported health claims that risk public health and safety, including the promotion of false cures, anti-vaccination advice, or misinformation about public health or safety emergencies;
- False or misleading content about individuals or protected groups that promotes fear, hate or prejudice;
- False or misleading content that encourages turning individuals, groups of people, places or organizations into targets of harassment or physical violence;
- Conspiracy theories;
- Content that originates from disinformation campaigns;
- Factual information that’s published or deliberately modified to erode trust or inflict harm, such as changing or omitting of context, date or time;
- Fabricated or meaningfully manipulated visual or audio content that erodes trust or causes harm;
- False or misleading content that impedes an election’s integrity or an individual’s or group’s civic participation, including registering to vote, voting and being counted in a census;
- False or misleading information about the dates, times, locations and procedure for voting or census participation;
- Content that misleads voters about how to correctly fill-out and submit a ballot, including a mail-in ballot, or census form;

- False or misleading information about who can vote or participate in the census and what information must be provided to participate;
- False or misleading statements about who is collecting information and/or how it will be used;
- False or misleading information about public safety that is intended to deter people from exercising their right to vote or participate in a census;
- Content that encourages or instructs voters or participants to misrepresent themselves or illegally participate;
- Content apparently intended to delegitimize election results on the basis of false or misleading claims;
- Threats against voting locations, census or voting personnel, voters or census participants, including intimidation of vulnerable or protected group voters or participants.

vi. Harassment and Criticism

Our platform isn't a place to insult, hurt or antagonize individuals or groups of people. There are good reasons to express criticism, but we may limit the distribution of or remove insulting content to keep our platform a positive place; this includes:

- Manipulated images intended to degrade or shame;
- Shaming people for their bodies or assumed sexual or romantic history;
- Sexual remarks about people's bodies and solicitations or offers of sexual acts;
- Criticisms involving name-calling, profanity and other insulting language or imagery;
- Mocking someone for experiencing sadness, grief, loss or outrage.

vii. Private Information

We don't allow content that reveals personal or sensitive information. We remove:

- Personal ID and passport information
- Private contact information and addresses
- Online login information
- Photos of private people that they don't want posted online
- Personal financial or medical history

viii. Self-injury and Harmful Behaviour

Our platform isn't a place for content that displays, rationalizes or encourages suicide, self-injury, eating disorders or substance abuse. We'll limit the distribution of or remove such content, including:

- Self-harm instructions;
- Suicidal thinking;
- Graphic or otherwise triggering imagery or descriptions of self-harm;
- Promotion of self-harm;
- Mocking of people who self-harm or who have attempted or died by suicide;
- Images of accessories used to self-harm;
- Negative self-talk and insensitive humor about self-harming behavior.

ix. Graphic Violence and Threats

Our platform isn't a place for graphic violence or threatening language. We limit the distribution of or remove such content, including:

- Grossly disturbing scenes from before or after violent events
- Threats or language that glorifies violence

x. Harmful or Deceptive Products & Practices

Our platform isn't a place for practices and products that may be harmful or deceptive. We limit the distribution of or remove such content and accounts, including, but not limited to:

- Instructions and products for hacking or breaching security measures
- Online gambling and lotteries
- Counterfeit documents
- Privacy violating products or services
- Exploitative financial practices

xi. Impersonation

We don't allow accounts that impersonate or misrepresent their affiliation with any person or organization. If you have a fan or commentary account for a public figure or brand, make it clear through your username or profile that you aren't officially affiliated with them.

xii. Comments

All of our Community Guidelines apply in comments posted on the platform. In addition, comments should be relevant. We may remove comments that violate our guidelines, including those that contain:

- Irrelevant or non-purposeful material
- Spam
- Sexually explicit content
- Self-harm content
- Misinformation
- Hateful activities
- Harassment or privacy violations
- Copyright or trademark infringement

## 2. Intellectual Property and other rights

We take intellectual property rights seriously and believe they are important to promoting expression, creativity, and innovation on our platform. You own all of the content and information you post on the platform. However, before sharing content on the platform, please be sure you have the right to do so. We ask that you respect other people's copyrights, trademarks and other legal rights. We are committed to helping people and organizations promote and protect their intellectual property rights.

Our Terms does not allow people to post content that violates someone else's intellectual property rights, including copyright and trademark.

## 3. Follow the Law

Our platform is not a place to support or praise terrorism, organized crime, or hate groups. Offering sexual services, buying or selling firearms, alcohol, and tobacco products between private individuals, and buying or selling illegal or prescription drugs (even if legal in your region) are also not allowed.

We have zero tolerance when it comes to sharing sexual content involving minors or threatening to post intimate images of others.

## 4. Platform Security

To protect our platform, we ask that you please:

- Don't access, use or tamper with our systems or our technical providers' systems;

- Don't break or circumvent our security measures or test the vulnerability of our systems or networks;
- Don't use any undocumented or unsupported method to access, search, scrape, download or change any part of the App or Provider Portal;
- Don't try to reverse engineer our software;
- Don't try to interfere with people on the platform or our hosts or networks, like sending a virus, overloading, spamming or mail-bombing;
- Don't collect or store personally identifiable information from the platform or people on the platform without permission;
- Don't share your password, let anyone access your account or do anything that might put your account at risk;
- Don't attempt to buy or sell access to your account, boards, or usernames, or otherwise transfer account features for compensation.

## 5. Spam

We want the content and messages on the platform to be high-quality and useful, so we remove spam when we find it. We ask that you be considerate of others' experiences on the platform and don't spread spam or engage in spammy behaviour.

Our guidelines around spam are:

- Don't use automation that hasn't been explicitly approved by us. This includes unauthorized services that automatically perform actions on your behalf;
- Don't create or operate accounts that aren't authentic, create accounts en masse, or create new accounts for the purpose of violating these guidelines;
- Don't create or save content that is repetitive, deceptive, or irrelevant in an attempt to make money;
- Don't link to websites that are unsafe, deceptive, untrustworthy, unoriginal, or that facilitate or encourage spam;
- Don't send repeated, unsolicited messages, especially if your messages are commercial or deceptive in nature;
- Don't make repetitive or irrelevant comments. Comments should be authentic and original. We also ask that you be kind to others by keeping your commentary respectful and constructive;
- Don't operate multiple accounts or coordinate with other people with the purpose of manipulating the platform;

- Don't use any other unscrupulous tactics to attempt to improperly influence distribution, clicks, or other metrics, including: buying or selling engagement, "stuffing" irrelevant keywords, generating inauthentic traffic;
- Don't attempt to evade our anti-spam systems.

#### Contacting Us

If you have any questions about these Community Guidelines, please contact us at [hello@cm2.co.uk](mailto:hello@cm2.co.uk).

Thank you,

Team ConneCMe2