

## **HR ASSIST™**

### **DISCLAIMER AND TERMS AND CONDITIONS**

As an Ontario Pharmacists Association (OPA) Owners Bundle member, your membership provides you with the opportunity to access HR Assist™, a human resources advice service provided through OPA.

#### **OPA DISCLAIMER**

By accepting this agreement, the member accepts the Ontario Pharmacists Association's ("OPA" or "the Association") disclaimer and agrees to be legally bound by the terms set out below:

The aim and purpose of the HR Assist™ is to provide quick access to relevant information, which may be of assistance to eligible OPA Owners Bundle members with human resources-related queries or concerns. The HR Assist™ aims to deliver a high level service for this purpose and service is to be delivered by a Certified Human Resources Leader ("CHRL"). However, no guarantee can be given on the accuracy or completeness of any human resource information provided by the Association.

The information provided is considered of a general nature only. It is highly recommended that users contact the appropriate agencies, organizations, or legal counsel for more detailed information or for appropriate legal advice on any course of action.

#### **TERMS AND CONDITIONS**

By accessing the HR Assist™ program, the member understands, confirms and agrees that:

- The person contacting OPA is authorized to act on behalf of the member with respect to the services provided by HR Assist™.
- All of the information provided by the member is, to the best of their knowledge, true and accurate.

#### **INDEMNIFICATION**

The member will defend, indemnify and hold harmless OPA, its officers, employees, directors, volunteers, agents and representatives from and against any and all claims, demands, damages, liabilities, expenses, losses of every nature and kind, including but not limited to attorney's fees and costs, sustained or alleged to have been sustained in connection with or arising out of this agreement with OPA, except for any willful or negligent act, omission or delay on the part of OPA, its officers, employees, directors, volunteers in performing their work or as a result of their work within this agreement.



**MISCELLANEOUS**

The Ontario Pharmacists Association reserves the right to deactivate any HR Assist service if there is suspicion of misrepresentation of information, abuse of this service and/or that the representatives of any organization are not abiding by the terms of use.

The terms and conditions of the above may be changed from time to time by OPA without prior notification to the Employer.

The Association does not sell or in any other way provide any of the information provided to it by the Subscriber to third parties not associated with the provision of OPA services, programs or publications. The Association uses appropriate safeguards to ensure that all information provided to it remains confidential. For further information on how OPA protects your privacy, see our privacy policy at [www.opatoday.com](http://www.opatoday.com) or contact the privacy officer at OPA.

Should you be in agreement with the terms outlined above, please sign and date this document and return it to OPA by fax (416-441-0791) or email ([membership@opatoday.com](mailto:membership@opatoday.com)).

I have read and agree to the disclaimer and terms and conditions.

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