

Introduction

This privacy policy has been adopted by JDM Empowered Placements (Pty) Ltd (“JDM”, “We”, “Us”, “Our”) and applies to info collected on <http://www.jdmplacements.co.za> which is owned and operated by us. This describes how JDM Empowered Placements (Pty) Ltd. collects and uses the personal information you provide on our web site: <http://www.jdmplacements.co.za> and all affiliated components. It also describes the choices available to you regarding our use of your personal information and how you can access and update this information.

How we collect and use information

JDM is the sole owner of the information collected on this site. We will not sell, share, or rent this information to others in ways different from what is disclosed in this policy. JDM collects information from our users at several different points on our website.

User Registration

In order to use the functionality of this website, a user must register on our portal, first completing the three step registration form. This is required to provide all the information needed to complete the CV in the system.

We may request the following information and copies of documents, inter alia:

- Full name, date of birth, and other personal details
- Your documented medical proof of disability (e.g. letter from your medical practitioner, medical record, etc.), which is necessary in order to be registered with JDM Empowered Placements. If you do not have any medical document available, or are not sure about your disability/condition, please contact JDM Empowered Placements for further advice. Without any medical proof, we will not be able to complete the online registration for you.
- ID
- Employment Equity Status (Ethnicity, Gender and Disabilities)
- Phone Number
- Email Address
- Location/Physical Address
- Languages
- Education Details
- Skills
- Career Status (Availability)
- Driver’s Licence (where applicable)
- Matric Certification/NQF 4
- Short Courses/In-house Training
- Degrees/Diploma
- CV – Details of previous work experience, including Learnerships and Internships



This information is used for the Recruitment process and this includes sending Job Seeker CVs to potential Employers or enablers of employment such as Recruiters for the purpose of a Job Seekers job application process where such CV data may then be stored for future recruitment consideration. A Recruiter may also make contact with a candidate for recruitment opportunities as a result of a CV search conducted by JDM Empowered Placements on behalf of the Recruiter. The contact information may be used to get in touch with the user for the purpose of assisting them to obtain employment.

JDM Empowered Placements stores email addresses for the purpose of sending emails to track the success of referrals, as well as sending website updates, job and learnership availability, as well as the dissemination of relevant news pertaining to the world of disability and thought leadership

Client registration

Information that is collected from Recruiters or Employers will be used to contact the Employer or Recruiter about the services for which they have expressed interest. If Employers or Recruiters want to change their information, their company supervisor should email info@jdmplacements.co.za to do so.

This information is used for the Recruitment process and this includes sending Job Seeker CVs to a Recruiter for the purpose of a Job Seeker's job application process. A Recruiter may also make contact with a Job Seeker for recruitment opportunities as a result of a CV search conducted by JDM Empowered Placements.

Cookies

JDM Empowered Placements (Pty) Ltd. and our partners use technologies such as cookies or similar technologies to analyse trends, administer the website, track users' movements around the website, and to gather demographic information about our user base as a whole. Users can control the use of cookies at the individual browser level.

Log Files

As is true of most websites, we gather certain information automatically and store it in log files. This information may include Internet protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and/or clickstream data.

Sharing

We sometimes share aggregated demographic information with our partners and advertisers. This is not linked to personally identifiable information. We also partner with third parties to provide specific services. When the Job Seeker signs up for these services, we will share names or other information that is necessary for the third party to provide these services. These parties are not allowed to use personally identifiable information except for the purpose of providing these services. We will not voluntarily disclose any information about individual users to third parties, except as described in this privacy policy, or to comply with applicable laws or valid legal process, or to protect the rights or property of JDM and its partner sites.



JDM Empowered Placements maintains relationships with outside service providers for some of the services offered through our site.

We encourage you to read the privacy policies of these outside service providers because their privacy practices may differ from ours

Legal Disclaimer

In certain situations, JDM Empowered Placements (Pty) Ltd. may be required to disclose personal information in response to lawful requests by public authorities, including law enforcement requirements.

If JDM is involved in a merger, acquisition, or sale of all or a portion of its assets, you will be notified via email and/or a prominent notice on our Web site of any change in ownership or uses of your personal information, as well as any choices you may have regarding your personal information, to any other third party with your prior consent to do so

Links

This website contains links to other sites. Please be aware that JDM is not responsible for the privacy practices of such other sites. This privacy policy applies solely to information collected on pages of this site.

Communications

JDM may use your information to contact you about promotions and services. You are entitled, at any stage, to opt out of this service, by clicking on the "Unsubscribe" option on the email correspondence. This will redirect you to the unsubscribe page where you will be able to unsubscribe from the communication you received.

From time to time we may send out critical service announcements. Users are not able to unsubscribe from critical service announcements, which contain important information about the service.

Security and Data Storage

This website takes every precaution to protect our users' information online. We also do everything in our power to protect user information offline. Access to all of our Job Seekers' information is restricted in our offices. Only employees who need the information to perform a specific job (for example, our Client Service Team) are granted access to personally identifiable information. Furthermore, all employees are kept up-to-date on our security and privacy practices. Finally, the servers on which we store personally identifiable information are kept in a secure, access controlled environment. If a Job Seeker's personally identifiable information changes (such as their email address), or if a Job Seeker no longer desires our service, we will provide a way to correct, update or remove that Job Seeker's personal details provided to us. This can be done by emailing our Client Service Team at info@JDMplacements.co.za.



Access and Choice

Upon request JDM Empowered Placements (Pty) Ltd. will provide you with information about whether we hold any of your personal information. If your personally identifiable information changes, or if you no longer desire our service, you may correct, update, amend, delete/remove, ask to have it removed from our database by emailing our Customer Support at info@JDMplacements.co.za. We will respond to your request to access within 30 days.

We will retain your information for as long as needed to provide you services. We will retain and use your information as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

Social Media Widgets

Our Web site includes Social Media Features, such as the Facebook Like button and Widgets, such as the Share this button or interactive mini-programs that run on our site. These Features may collect your IP address, which page you are visiting on our site, and may set a cookie to enable the Feature to function properly. Social Media Features and Widgets are either hosted by a third party or hosted directly on our Site. Your interactions with these Features are governed by the privacy policy of the company providing it.

Choice/Opt Out

Job Seekers who no longer wish to allow their CV to be searchable may opt out of this facility emailing info@jdmpacements.co.za and requesting that their details are non-searchable. Job Seekers who no longer wish to receive our newsletter may opt out of receiving it by emailing info@jdmpacements.co.za

Notification of Changes

If we decide to change our privacy policy, we will post those changes to this privacy policy, the homepage, and other places we deem appropriate so that you are aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it. We reserve the right to modify this privacy policy at any time, so please review it frequently. If we make material changes to this policy, we will notify you here, by email, or by means of a notice on our homepage prior to the change becoming effective.

Contact Us

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