Disclaimer
Information presented on this Website is collected, maintained, and provided for the convenience of the reader. While every effort is made to keep such information accurate and up-to-date, the City and County of San Francisco does not certify the authenticity of information that originates from third parties.

Liability
Under no circumstances shall the City and County of San Francisco be liable for any actions taken or omissions made from reliance on any information contained herein from whatever source nor shall the City and County be liable for any other consequences from any such reliance.

Copyright
All editorial and creative assets on this web site, including the code used to create web pages, are protected by US and international copyright laws. The City and County of San Francisco reserves all rights to this content.

Browser Compatibility
The San Francisco Business Portal supports the latest versions of Internet Explorer, Firefox, Chrome, and Safari in standard view, as well as Safari and Chrome for mobile.

Privacy Policy
The Privacy Policy outlines the types of information we gather when you visit our website, as well as some of the steps we take to safeguard it.

Information Collection
- Personal information is information about a person that is readily identifiable to that specific individual. Personal information includes such things as name, address, and date of birth phone number.
- We do not collect personal information about you when you visit our website unless you choose to provide that information to us.
- We collect limited non-personally identifying information your browser makes available automatically whenever you visit a website. This information includes the Internet Address of your computer or network, the date, time, and page you visited on our site, your browser and operating system, and the referring page (the last webpage you visited before clicking on a link to our site).
- We use the aggregated information from all of our visitors to measure server performance, analyze user traffic patterns and improve the content of our site.
- We sometimes track the keywords that are entered into our search engine to measure interest in specific topics, but we do not track which terms a particular user enters.
- Some of our online services require you to register for an account. We ask you for some personal information in order to create an account (typically your name, address, email
address and a password for your account) and we will use that information to provide the service. For certain services, such as our online payment services, we may request credit card or other payment information which may be stored temporarily in encrypted form on secure servers.

Information You Provide

- You have the option of submitting personal information for the purpose of being connected with employment, training and other related services. If you choose to submit personal information to us, including but not limited to your contact information and employment history, the information will be transmitted to our departmental database and will be used for the limited purpose described at the point of data entry.
- We will maintain the confidentiality of personal information to the fullest extent permitted by federal and state law, including the California Public Records and the San Francisco Sunshine Ordinance.
- In order to submit personal information, registration is required. You are responsible for protecting the confidentiality of your user ID, password and PIN (personal identification number) that you use to interact with the San Francisco Jobs Portal.
- Personal information collected by the San Francisco Jobs Portal is kept confidential and can only be accessed by authorized parties. Names and contact information are used by staff when it is necessary to contact a jobseeker for employment purposes. None of the contact information collected will be displayed on the internet unless the job seeker elects to do so (by using the checkboxes on the Job Seeker profile form).

[To the extent that your vendor can provide you with this information, it would be useful to describe how long the data will be stored, and what types of security protocols are used to protect it.]

Cookies

- We use “cookies” when providing online services such as online payments. We use cookies to improve quality of our service and not to track any personal information.
- The use of cookies is a standard practice among Internet websites and most Internet web browsers may be customized to reject cookies, to only accept or reject cookies by user intervention, or to delete cookies. However, some features may not function properly without cookies.

Third Party Agents

- We have third party agents perform functions on our behalf, including the administration of the San Francisco Jobs Portal. These entities may have access to personal information needed to perform their functions and are contractually obligated to maintain the confidentiality and security of that personal information.

Links
The City and County of San Francisco uses link and search capabilities to navigate publicly available information from dozens of agencies that are not part of the City and County of San Francisco website and over whom City exercises no control.

- The privacy policies and procedures described here do not necessarily apply to those sites.
- We suggest contacting these sites directly for information on their data collection and distribution policies.

Site Security
- We monitor network traffic to identify unauthorized attempts to upload or change information or to otherwise cause damage to the site. Anyone using this website expressly consents to such monitoring.
- We take appropriate security measures to protect unauthorized access, alteration or destruction of data.

Policy Changes
- Please note this Privacy Policy can change from time to time. We expect most such changes to be minor, but we will post those changes as they occur.

Accessibility Policy
The City and County of San Francisco recognizes its obligation under the Americans with Disabilities Act (ADA) and other disability civil rights laws to provide equal access to all City and County programs and activities.

Opening Non-Web files
There are many links to non-web files throughout the City's pages such as Adobe PDF, Adobe Flash, Microsoft Word, Excel, and Powerpoint. If you need to view these files but do not have the proper application to open these files, you may access these materials by downloading the necessary readers.

Change Text Size
You may quickly increase the size of the text of our pages by selecting the 'TEXT' buttons located in the accessibility panel above the main page heading of each page. If the text does not increase in size to meet your preferences, you may also increase the text size by using your browsers' text resizing features:

Text Resizing in Internet Explorer:
1. Choose the drop down menu at the top of the browser window marked View.
2. A list of options will appear in the drop down menu. Choose the Text Size option.
3. Next another drop down menu should appear with options including Smallest, Smaller, Medium, Larger, Largest.
4. The browser will normally be on the Medium setting.
5. To increase the font size select Large or Largest.
6. To decrease the font size select Smaller or Smallest.
7. The text in your browser window should now appear larger or smaller.
Text Resizing in Firefox:
1. Choose the drop down menu at the top of the browser window marked View.
2. A list of options will appear in the drop down menu. Choose the Text Size option.
3. Next another drop down menu should appear with options including Increase, Decrease and Normal.
4. The browser will normally be on the Normal setting.
5. To increase the font size select Increase.
6. The text in your browser window should now appear larger.

Adherence to Web Standards
To the extent possible, this site is developed with Web standards in mind. We use proper Hyper-Text Markup Language (HTML) to present information, which makes it possible for assistive technologies such as screen readers to read our content. We use proper headings to separate sections and sub-sections of our site for readability and proper structure. In addition we follow the Web Accessibility Guidelines adopted by the City and County of San Francisco.

More About Accessibility
For further information and to learn more about the regulations governing the City and County of San Francisco Web sites, visit the SFGov Web Accessibility Web site.

Cascading Style Sheets
This site implements cascading style sheets. Certain early versions of Netscape (4.x and earlier) and Internet Explorer (3.x and earlier) do not fully support this feature, so elements such as links may display differently. If you are experiencing this, you may wish to disable style sheets. You can do this through your browser. In Explorer (5.50), choose Tools, Internet Options, General Tab, Accessibility, and check the “Format documents using my style sheet” feature. In Netscape (4.75), choose Edit, Preferences, Advanced, and turn off the Enable Style Sheets feature.

Data Policy
As a convenience to potential users, the City and County of San Francisco (“City”) makes a variety of datasets (“Data”) available for download through this website. Your use of the Data is subject to these terms of use, which constitute a legal agreement between You and the City and County of San Francisco (“City”). This legal agreement is referred to as the “Terms of Use.”

Accepting the Terms of Use
A. Means of Acceptance In order to use any of the Data, You must agree to these Terms of Use. You agree to the Terms of Use by either: (1) Clicking to accept the Terms of Use; or (2) Downloading or using any of the Data or any Derivative Work, in which case you understand and agree that the City will treat your download or use of the Data or a Derivative Work as an acceptance of the Terms of Use from that point forward.
B. Authority to Accept You represent that you have full capacity and authority to accept these Terms of Use. If you are accepting on behalf of your employer or another entity, you
represent that you have full authority to bind your employer or such other entity to the Terms of Use.

Definitions
“Data” means any of the data that is available for download through DataSF.gov and includes any updates to that data. “Derivative Work” means a work that is based in any way or to any extent on the Data including without limitation any work that uses any of the Data in a modified form. “You” or “Your” refers to any individual or entity that seeks to use the Data.

City’s Intellectual Property Rights Not Affected
If the City claims or seeks to protect any patent, copyright, or other intellectual property rights in any Data, the website will so indicate in the file containing such Data or on the page from which such Data is accessed. These Terms of Use do not grant You any title or right to any patent, copyright, or other such intellectual property rights that the City or others may have in the Data.

Exclusion of Warranties
A. The Data contains information and data compiled and processed by the City and third parties. The City makes no representation or warranty that the information contained in the Data is accurate, true or correct. In using the Data, you understand and agree that the information contained therein is subject to error, and cannot be relied upon without verification or site inspection.
B. You understand and agree that your use of the Data is at your sole risk. The Data is made available on an “as is” and “as available” basis without any warranties of any kind, whether express or implied, including without limitation implied warranties of merchantability, fitness for a particular purpose, and non-infringement. Should there be an error, inaccuracy, or other defect in the Data, you assume the full cost of correcting any such error, inaccuracy or defect.
C. No advice or information, whether oral or written, obtained by you from the City or through or from the Data will create any warranty not expressly stated in these Terms of Use.

Limitation of Liability and Indemnity
A. In no event shall the City be liable for any direct, indirect, incidental, consequential or special damages (including without limitation, loss of use, time or data, inconvenience, commercial loss, lost profits or savings, or the cost of computer equipment and software), to the full extent that such may be disclaimed by law, or for any claim against You by any third party. In no event shall the City be liable for any claim, including claims by third parties, for loss or damages arising from erroneous Data or information contained in the Data.
B. To the fullest extent permitted by law, You shall indemnify and save harmless the City, from any claim, loss, damage, injury or liability of any kind, nature and description (including, without limitation, incidental and consequential damages, court costs, attorney’s fees and costs of investigation), that arise directly or indirectly, in whole or in part, from Your use of the Data, including without limitation Your use of the Data in a Derivative Work. In addition to Your obligation to indemnify the City, You specifically acknowledge and agree that You have
an immediate and independent obligation to defend the City from any claim which actually or potentially falls within this indemnification provision, even if the allegations are or may be groundless, false or fraudulent, which obligation arises at the time such claim is tendered to You by City and continues at all times thereafter.

Acceptance of Other Conditions
For certain of the Data, there may be additional terms and conditions that are stated in the file containing such Data or on the page from which such Data is accessed. You understand and agree that You are bound by such additional terms and conditions.

General Provisions
A. These Terms of Use shall be governed by and interpreted under the laws of the State of California without regard to conflict of laws provisions. Any dispute arising out of these Terms of Use shall be subject to the exclusive venue of the state and federal courts within the Northern District of California, and You and the City hereby consent to the venue and jurisdiction of such courts.
B. No modification to these Terms of Use, nor any waiver of any rights, shall be effective except by an instrument in writing signed by You and the City, and the waiver of any breach or default shall not constitute a waiver of any other right hereunder or any subsequent breach or default.
C. These Terms of Use contain the entire agreement and understanding between You and the City with respect to the subject matter hereof and completely replace and supersede all prior agreements, understanding and representations. In no event will any additional terms or conditions be effective unless expressly accepted by the City in writing.
D. If any provision of these Terms of Use is held to be invalid by a court of competent jurisdiction, then the remaining provisions will nevertheless remain in full force and effect.
E. The City may modify these Terms of Use by posting notice of such modifications on this page. Any modification is effective upon posting, unless otherwise indicated.
F. You agree that, if the City does not exercise or enforce any legal right or remedy contained in these Terms of Use (or that the City has the benefit of under any applicable law), this will not be taken to be a formal waiver of the City’s rights and that those rights or remedies will still be available to the City. Any waiver of any provision of these Terms of Use will be effective only if the City expressly states in a signed writing that it is waiving a specified provision.

Linking Policy
The City permits the establishment of external hyperlinks on its official website only if the links strictly comply with this policy. In establishing and maintaining its official website, the City does not intend to create any forum or other means for public discourse. Rather, the sole and limited purpose of the permitted external links is to provide information about the City and its government for residents, businesses and visitors.
Purpose and Disclaimer
The City does not endorse or provide preferential treatment to any third party websites or associated organizations or persons. Additionally, the City does not control third party sites and therefore does not warrant that third party sites are accurate or, reliable, or that they have operational links.

Linking Criteria
Consistent with the foregoing purpose, it is the City’s policy to limit external links to the following: a) Other governmental agencies; b) Entities with which the City has an existing formal, contractual relationship; c) Entities or events that receive funding from the City or are otherwise sponsored by the City; d) Entities that contribute to City initiatives and that the City wishes to acknowledge; e) Applications that use datasets from DataSF.org; f) the City’s Chamber of Commerce and the San Francisco Travel Association; and g) Webpages that provide free access to traffic and weather information for San Francisco. In addition, the City reserves the right, at any time and without notice, to: a) Deny a link that does not meet the criteria set forth in this policy; b) Deny or discontinue an external link at any time if the website provides or promotes false, slanderous, illegal, infringing or incorrect information; c) Deny or discontinue an external link at any time if a substantial purpose of the linked website is to support or oppose a candidate or ballot measure; d) Remove any external link if the nature of the organization to which the link relates no longer complies with the City’s external link policy; e) Revise this policy without prior notice when the City considers such revision to be in its best interests.