

Assess On Demand: Terms of Service (2026)

Last Updated: 12/1/2026

These Terms of Service ("Terms") govern your access to and use of the Qurate Platform and associated tools (including QurateABL, QurateAI, and ReQruit), provided by **Assess On Demand** ("AOD", "we", "us", or "our"). By creating an account or purchasing an assessment, you agree to be bound by these Terms.

1. Services and Access Channels

AOD provides a digital assessment and recruitment analytics platform accessible via two primary channels:

- **Recruiter Channel:** For recruitment agencies and organisations to evaluate candidates via subscription or Pay-As-You-Go (PAYG) accounts.
- **Candidate Channel:** For individual users to purchase personal assessments and access their Career Development Packs.

2. Grant of Licence and Authorised Use

- **Recruiters/Organisations:** Subject to the purchase of a valid subscription or PAYG credits, AOD grants you a non-exclusive, non-transferable, revocable licence to use the platform to assess candidates.
- **Candidates:** Subject to the purchase of a single assessment or via an invite from an authorised Recruiter, AOD grants you a licence to access the assessment and receive your individual report.
- **Prohibition of Resale:** You are strictly prohibited from reselling, sub-licencing, or commercialising the AOD assessments as a standalone product. You may use the *insights* from the reports as part of your recruitment service, but you may not sell "AOD Assessment Credits" to third parties.

3. Intellectual Property (IP) and Branding

- **Ownership:** AOD retains all rights, title, and interest in and to the platform, the assessment methodology, the algorithms, and the branding.
- **No Transfer of Rights:** The purchase of a subscription, PAYG credit, or individual assessment does not transfer any ownership of our IP or brand to you.
- **Usage of Brand:** You may not use AOD or Qurate logos or trademarks in a way that implies a partnership, endorsement, or ownership without prior written consent.

4. Fees, Payments, and Credits

- **Subscribers:** Fees are billed in advance on a monthly or annual basis. Failure to pay will result in the suspension of access.
- **PAYG/Single Purchases:** Credits and individual assessments are non-refundable once the assessment has been accessed or initiated by the candidate.
- **Price Changes:** AOD reserves the right to adjust pricing with 30 days' notice to active subscribers.

5. Limitation of Liability and Indemnity

- **Selection Decisions:** AOD tools provide data-backed insights to assist in decision-making. However, the final hiring or development decision rests solely with the User.
- **HR and Legal Issues:** AOD shall not be liable for any HR-related grievances, claims of discrimination, or legal disputes arising from your use of our reports in your recruitment process. You agree to use the tools in compliance with local employment laws.
- **No Warranty:** To the maximum extent permitted by law, the services are provided "as is" without warranties of any kind regarding the accuracy or suitability of the reports for specific hiring outcomes.
- **Liability Cap:** AOD's total liability for any claim arising out of these Terms shall not exceed the total amount paid by you to AOD in the 12 months preceding the claim.

6. Data Protection and Security

- Use of the platform is subject to our **Governance & Trust Statement**.
- Recruiters acting as Data Controllers are responsible for ensuring they have a lawful basis to invite candidates to the platform.
- All data is processed on **Google Cloud Platform** (US) in accordance with the UK International Data Transfer Agreement (IDTA) and our SOC 2 Type 2 security protocols.

7. Termination

- You may cancel your subscription at any time via your account settings.
- AOD reserves the right to terminate access immediately if these Terms (specifically regarding IP protection and resale) are breached.

8. Governing Law

These Terms are governed by and construed in accordance with the laws of **England and Wales**, and any disputes will be subject to the exclusive jurisdiction of the English courts.