

Grow Strong Leaders

Terms of Service

Grow Strong Leaders ("Company," "we," "us," or "our") is committed to creating best-in-class resources to build strong leaders and teams. This privacy policy explains our terms of service.

By accessing or using our software, products, services, or websites (collectively, the "Services"), you agree to be bound by these terms of service (the "Terms"). You may not access or use the Services if you disagree with these Terms.

Account Registration

To use certain Services, you may be required to register for an account. When registering for an account, you agree to provide accurate and complete information about yourself and your organization. You are also responsible for maintaining the confidentiality of your account password and all activities under your account. You agree to notify us immediately of any unauthorized use of your account.

Use of the Services

You agree to use the Services only for lawful purposes and in accordance with these Terms. You agree not to use the Services to:

- Deploy a survey using any survey technology other than GSL 360
- Broadcast emails for purposes other than GSL 360 surveys
- Upload, post, or transmit any content that is unlawful, harmful, threatening, abusive, harassing, tortious (wrongful), defamatory, vulgar, obscene, libelous, invasive of another's privacy, hateful, or racially, ethnically, or otherwise objectionable.
- Harm or exploit children.
- Impersonate any person or entity, or falsely state or otherwise misrepresent your affiliation with a person or entity.
- Forge headers or otherwise manipulate identifiers to disguise the origin of any content transmitted through the Services.
- Interfere with or disrupt the Services or servers or networks connected to the Services, or disobey any requirements, procedures, policies, or regulations of networks connected to the Services.
- Violate any applicable laws or regulations.

Intellectual Property Rights

We are the owner or licensee of all intellectual property rights in the Services, including but not limited to copyrights, trademarks, and patents. You may not copy, modify, distribute, perform, display, create derivative works from, or otherwise use any Services or any part thereof without our prior written consent.

Third-Party Links

The Services may contain links to third-party websites or services not owned or controlled by us. We have no control over and assume no responsibility for any third-party websites or services' content, privacy policies, or practices. You further acknowledge and agree that we shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with the use of or reliance on any such content, goods or services available on or through any such websites or services.

Disclaimer of Warranties

THE SERVICES ARE PROVIDED "AS IS" AND "AS AVAILABLE. " WE DISCLAIM ALL WARRANTIES OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT. WE DO NOT WARRANT THAT THE SERVICES WILL BE UNINTERRUPTED OR ERROR-FREE OR THAT THE SERVICES WILL BE FREE FROM VIRUSES OR OTHER MALICIOUS CODE.

Limitation of Liability

IN NO EVENT SHALL WE BE LIABLE FOR ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, EXEMPLARY, OR DAMAGES OF ANY KIND (INCLUDING, WITHOUT LIMITATION, DAMAGES FOR LOSS OF PROFITS, GOODWILL, USE, DATA, OR OTHER INTANGIBLE LOSSES) ARISING OUT OF OR IN CONNECTION WITH THE USE OF OR INABILITY TO USE THE SERVICES, EVEN IF WE HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

Force Majeure

We shall not be held responsible for any delay or failure in the performance of any part of this agreement to the extent such delay or failure is caused by fire, flood, explosion, earthquake, war, strike, embargo, government requirement, civil or military authority, act of God, internet traffic congestion, or other similar causes beyond our control and without the fault or negligence of us or our subcontractors.

Indemnification

You agree to indemnify, defend, and hold us harmless from and against any and all claims, liabilities, damages, losses, costs, expenses, and fees (including reasonable attorneys' fees) arising out of or in connection with your use of the Services or your violation of these Terms.

Termination

We may terminate your access to all or any part of the Services at any time, without notice, for any reason, including, without limitation, if we believe that you have violated any of these Terms.

Changes to Terms

We may change these Terms at any time by posting the updated Terms on our website. You agree to review the Terms regularly and be bound by the most recent version.

Governing Law

These Terms shall be governed by and construed in accordance with the laws of the Commonwealth of Virginia, without regard to its conflict of laws principles. You agree to personal jurisdiction in state and federal courts in Gloucester County, Virginia. Any legal action by you against us must be brought and maintained in such courts.

Entire Agreement

These Terms constitute the entire agreement between you and us with respect to the subject matter hereof and supersede all prior or contemporaneous communications, representations, or agreements, whether oral or written.

Severability

If any provision of these Terms is held to be invalid or unenforceable, such provision shall be struck from these Terms, and the remaining provisions shall remain in full force and effect.

Waiver

No waiver of any provision of these Terms shall be effective unless in writing and signed by both parties.