

General Terms & Conditions and Data Protection

1. Background information and website(s)

The websites www.legalia-consult.com and www.legalia.eu are both Legalia SPRL websites, registered with the Crossroads Bank for Enterprises (CBE) under the number 811.114.097, and whose headquarters are established at 45, avenue des Sapins, 1390 Grez-Doiceau, Belgium. Legalia also has offices located at 6F, avenue Einstein, 1300 Wavre and at 40, square de Meeûs, 1000 Brussels.

Legalia is registered as a recruitment agency in the Brussels-Capital Region under the number 00012-405-20121015 and in the Walloon Region under the number W.RS.859.

The aforementioned websites only provide general information that can in no way be regarded as consulting services.

When visiting our websites, you may be asked to accept “cookies”. Cookies are small text files that are put on your computer by the website that you’re browsing. They enable us to collect information on the online historic of your visit, to determine the number of visitors in the different parts of our site, to compile statistics, to monitor the performance of our website or to remember your job search preferences the next time that you visit one of our websites. The information collected is aggregated and anonymous. We do not use it to gather information for the purposes of promoting products or services for you on other websites. The acceptance of these cookies is a condition of use for our sites.

2. Intellectual property

Legalia is the holder of the copyright and of all other rights on this site and its contents. The partial or total reproduction of the site and the creation of a hyperlink without prior authorisation from Legalia are forbidden.

3. Confidentiality & data protection

By entrusting us with your candidature via one of our sites, you agree to join our applicant database in compliance with the general terms & conditions herein and we thank you. Your consent can be withdrawn at any time. The information that you convey to us is solely intended for the analysis of your candidature in view of its potential presentation to our clients for missions of “temporary legal management” or for recruitment for such missions as are defined on our sites (the “purpose”).

By conveying your information to us, you explicitly accept that your data be handled for these purpose. We suggest that you communicate to us only the data that you deem useful for the proper handling of your application. Data considered sensitive, such as that relative to your religious beliefs, your ethnicity, your principles, genetic characteristics or other are not necessary for the handling of your application and will not be kept. In transmitting your candidature via our site, you commit to conveying only useful information, that’s sincere, true and up-to-date concerning your professional career, your qualifications, the nature of the positions that you’ve held and the reasons for which you left them. Within the framework of our recruitment process and the purpose, this data will be checked, and you expressly accept that your previous employers may be contacted to this end. With the exception of our quarterly newsletter (4x/year) informing you of the latest news and opportunities at Legalia, we do not use your data without your consent for any other purposes than those related to the handling of your application.

The treatment of personal data relative to the websites www.legalia-consult.com and www.legalia.eu is subject to the Belgian law of 8th December 1992 concerning the protection of private life with regards to the treatment of personal data, and also the Regulation of the European Parliament and the Council of 27th April 2016 (“Regulation 2016/679”).

Personal data conveyed by intermediary of these sites will be recorded in the Legalia database and protected by means of the appropriate techniques in order to avoid all unauthorised access, loss or theft. Unless indication to the contrary on your part, your data could be conserved for a maximum period of ten (10) years, during which time you authorise us to contact you to update your data and to propose to you positions likely to correspond with your profile.

Legalia can sign service contracts with third-parties (our subcontractors) and pass your data on to them, that they may handle it within the context of missions of treatment and conservation of your data that we entrust to them, in order to enable us to reach the purpose described above. These third-parties are bound to maintain and guarantee the confidential nature of your data, to ensure its conservation in all security using adequate means of protection, pursuant to the Regulation 2016/679.

If, notwithstanding the protective measures in place, we should observe an access to your data by an unauthorised third-party, we will do everything in our power to inform you of it within the briefest of delays.

Pursuant to Regulation 2016/679 you have the right to consult personal data that concerns you, free of charge, to have it corrected (right of rectification), to demand that your data no-longer be treated, to request that it be deleted (right to be forgotten), to request a copy of it on a durable IT medium or its transfer to a third-party of your choosing if this proves technically possible (right to the portability of your data). To do so, you can contact Legalia at any time at the following address: harold.dulait@legalia.eu. Your identity will be checked before carrying out your request. If access to some of your data should be refused, for example because it is indissociable from that of a third-party, or if the treatment of your data should remain necessary in virtue of a provision of the Regulation 2016/679, we will inform you, clearly stating the motive of our refusal.

4. Applicable law and jurisdiction

Should there be any doubt concerning the interpretation of the terms & conditions herein, the French version takes precedence.

Belgian law is applicable and the courts of Nivelles are solely competent in the event of dispute.