

Terms and Conditions

lesleyworthington.ca

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Important notice: These Terms and Conditions were prepared by the website owner and do not constitute legal advice.

They represent Lesley Worthington's good-faith effort to communicate the terms under which this website and its associated services are offered.

If you require legal advice specific to your situation, please consult a qualified lawyer in your jurisdiction.

Nothing in these Terms and Conditions creates a solicitor-client or legal advisory relationship of any kind.

Please read these Terms and Conditions carefully before using this website. By accessing or using lesleyworthington.ca, you agree to be bound by these terms. If you do not agree, please do not use this site.

1. About This Website

This website is operated by Lesley Worthington, an executive coach based in Mississauga, Ontario, Canada. The site provides information about Lesley's coaching services, The Quality Network membership community, and related professional development resources for quality assurance leaders.

2. Permitted Use

You may access and use this website for your own personal, non-commercial purposes. You must not:

- Use this site for any unlawful purpose or in any way that violates applicable local, provincial, national, or international law or regulation
- Reproduce, duplicate, copy, sell, resell, or exploit any portion of this site or its content without express written permission from Lesley Worthington
- Transmit any unsolicited or unauthorized advertising or promotional material (commonly referred to as "spam")
- Attempt to gain unauthorized access to any part of this website, its server, or any database connected to it

- Introduce any viruses, trojans, worms, logic bombs, or other material that is malicious or technologically harmful
- Engage in any conduct that restricts or inhibits anyone's use or enjoyment of this website

3. Intellectual Property Rights

All content published on this website — including but not limited to text, graphics, logos, coaching frameworks, written resources, and downloadable materials — is the intellectual property of Lesley Worthington unless otherwise attributed, and is protected under the Copyright Act (Canada) and applicable international copyright treaties.

No content from this site may be reproduced, distributed, modified, transmitted, republished, displayed, or otherwise used for any public or commercial purpose without the prior written consent of Lesley Worthington. This includes content shared via email, within The Quality Network membership platform, or in any downloadable format.

The trade names, service marks, and branding associated with Lesley Worthington and The Quality Network are the unregistered intellectual property of Lesley Worthington. Nothing on this website grants any licence or right to use any such marks without express written permission.

Permitted personal use: You may view, download, and print content from this site solely for your own personal, non-commercial reference. This permission does not extend to systematic downloading, scraping, or data harvesting of any kind, including for the purposes of training artificial intelligence models.

4. Coaching Services — Not Professional Advice

The content on this website, including all articles, resources, and tools, is provided for general informational and educational purposes only. It does not constitute professional advice of any kind — including but not limited to legal, financial, psychological, medical, or HR advice.

Coaching is a distinct professional service focused on supporting individuals in achieving their goals. It is not therapy, counselling, psychotherapy, or any form of mental health treatment. If you are experiencing a mental health crisis or require professional clinical support, please contact a qualified health professional or crisis service.

No coaching relationship is created by your use of this website. A formal coaching engagement is only established through a separate written agreement between you and Lesley Worthington.

5. The Quality Network Membership

Membership in The Quality Network is a subscription-based service. The specific terms governing pricing, billing cycles, access, and cancellation are set out at the point of purchase and form part of your agreement with Lesley Worthington.

By joining, you confirm that you have read, understood, and accepted those terms. All membership fees are charged in American dollars (USD) unless otherwise stated at the time of purchase.

You may cancel your membership at any time. Cancellation takes effect at the end of the current billing period, after which access to membership content will cease. Refund terms, where applicable, are set out on the relevant product and sales pages.

Lesley Worthington reserves the right to modify, add, or remove membership features, content, and pricing at any time, with reasonable notice to active members.

6. Third-Party Links and Platforms

This website contains links to third-party websites and platforms, including but not limited to Kit (formerly ConvertKit), Heartbeat, OnceHub, LinkedIn, Substack, and SamCart. These links are provided for convenience only and do not constitute an endorsement of those platforms or their content.

Lesley Worthington has no control over, and accepts no responsibility for, the content, privacy practices, or availability of any third-party website. Your use of those platforms is governed by their own terms and conditions and privacy policies, which you should review independently.

7. Disclaimer of Warranties

This website and its content are provided on an “as is” and “as available” basis. While every reasonable effort is made to keep information accurate and current, Lesley Worthington makes no representation or warranty of any kind — express or implied — as to the accuracy, completeness, reliability, suitability, or availability of any information, product, service, or related content on this site.

Any reliance you place on the content of this website is strictly at your own risk.

8. Limitation of Liability

To the fullest extent permitted by applicable law, Lesley Worthington shall not be liable for any loss or damage of any nature — including but not limited to direct, indirect, incidental, consequential, or special damages — arising out of or in connection with your use of, or inability to use, this website or any content on it.

This limitation applies even where Lesley Worthington has been advised of the possibility of such loss or damage. Nothing in these Terms and Conditions excludes or limits liability in a way that is not permitted under applicable Canadian law.

9. Privacy and Data Collection

Your use of this website is subject to our Privacy Policy, which is incorporated into these Terms and Conditions by reference. Our Privacy Policy explains how we collect, use, store, and protect your personal information, and your rights in relation to that information.

You can review our Privacy Policy at: lesleyworthington.ca/privacy

By using this website or subscribing to email communications, you consent to the collection and use of your information as described in that policy.

10. Email Communications and Anti-Spam

By subscribing to email communications through this website, you are providing express consent to receive periodic emails from Lesley Worthington, in accordance with Canada's Anti-Spam Legislation (CASL).

You may withdraw your consent and unsubscribe at any time using the unsubscribe link included in every email. Email communications are managed through Kit (formerly ConvertKit). Withdrawing consent will not affect the lawfulness of any communications sent prior to withdrawal.

11. Governing Law and Jurisdiction

These Terms and Conditions are governed by and shall be construed in accordance with the laws of the Province of Ontario and the applicable federal laws of Canada. Any dispute arising out of or in connection with these Terms and Conditions — including any question regarding their existence, validity, or termination — shall be subject to the exclusive jurisdiction of the courts of Ontario.

12. Severability

If any provision of these Terms and Conditions is found by a court of competent jurisdiction to be invalid, unlawful, or unenforceable, that provision shall be deemed severed from the remaining terms, which shall continue in full force and effect.

13. Entire Agreement

These Terms and Conditions, together with our Privacy Policy and any terms set out at the point of purchase for specific services, constitute the entire agreement between you and Lesley Worthington with respect to your use of this website. They supersede all prior communications, representations, or agreements relating to the same subject matter.

14. Changes to These Terms

Lesley Worthington reserves the right to update or modify these Terms and Conditions at any time. Changes will be posted on this page with a revised “Last updated” date. Your continued use of this website following any changes constitutes your acceptance of the updated terms.

15. Contact

If you have questions, concerns, or requests relating to these Terms and Conditions, please contact:

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