

## Terms of Use & Legal Disclaimers – IP Protection and Copyright

### 1. Scope of Use

By accessing this website, you agree to be bound by these Terms of Use.

This website is a **private, non-commercial information platform** operated by **Giordano Mettus**.

Content is provided for informational and educational purposes only.

Unauthorized commercial use, automated scraping, or extraction of any content, data, or intellectual property is strictly prohibited.

---

### 2. No Professional Advice

The information on this website does **not** constitute:

- legal advice,
- financial advice,
- HR consulting,
- compliance consulting,
- AI governance certification, or
- any other professional service.

All content is provided “*as is*” without any warranty of accuracy, completeness, or suitability for a particular purpose.

---

### 3. Liability Disclaimer

Despite careful content creation, **no liability** is assumed for:

- accuracy or completeness of the information,
- technical errors, downtime, or accessibility issues,
- actions taken based on the content published on this website.

As the website operator, I am responsible for my own content in accordance with § 7 TMG.

However, I am **not liable** for outdated information, interpretation errors, or consequences arising from its use.

Liability for damages of any kind is excluded to the fullest legal extent.

---

#### 4. External Links

This website may contain links to external third-party websites.

I have **no influence** over their content and accept **no liability** for:

- accuracy, legality, security, or
- compliance of external pages.

At the time of linking, no illegal content was identifiable.

Permanent monitoring of external sites is not feasible.

---

#### 5. Use of AI Tools (Transparency Statement – EU AI Act)

This website may display content created with the assistance of AI systems (e.g., ChatGPT, translation tools).

These systems are used **only for content generation**, not for user evaluation, decision-making, or profiling.

The website:

- does not deploy high-risk AI systems,
- does not perform automated decision-making,
- does not collect or process personal data using AI tools,
- does not use AI for behavioural analysis or scoring.

All content remains manually reviewed by the operator.

---

#### 6. Intellectual Property Rights (IPR)

All content, including the **PAIDS HR Model**, is protected by German, EU, and international copyright.

**You may NOT:**

- reproduce, copy, or modify content
- create derivative works
- publish the PAIDS framework elsewhere
- use the model commercially

- distribute any material without written permission.

Violation of these rights may result in civil and criminal legal action.

---

### **Legal Copyright & Intellectual Property Notice**

© 2025 Giordano Mettus. All rights reserved.

All content on this website — including texts, concepts, graphics, models, images, layouts, and any other intellectual creations — is protected under **German copyright law, EU intellectual property regulations**, and applicable **international copyright treaties** (Berne Convention, WIPO).

Any reproduction, distribution, modification, public display, storage, or commercial use of the material on this website — in whole or in part — is strictly prohibited without prior **written authorization** from the rights holder, Giordano Mettus.

---

### **Intellectual Property Protection: PAIDS HR Model**

© 2025 Giordano Mettus. PAIDS — People, AI & Digital Systems.

The PAIDS HR Model is an **original and proprietary intellectual property framework** developed by Giordano Mettus.

Its structure, terminology, design logic, analytical components, and operational methodology are legally protected.

Any unauthorized copying, replication, adaptation, publication, commercialization, or derivative use of the PAIDS framework is expressly prohibited and may result in **civil and criminal legal action** in accordance with German, EU, and international IP protection laws.

---

## **7. Permitted Use**

You MAY:

- read and privately reference content,
- cite short passages with proper attribution,
- share public links to the website.

Any academic or professional use of the PAIDS model requires express written permission.

## 8. Data Protection Compliance (GDPR / DSGVO)

This site:

- does not use cookies or trackers,
- does not collect personal data except through voluntary email contact,
- stores data only as long as necessary,
- uses SSL/TLS encryption.

Full details can be found in the **Privacy Policy (Datenschutzerklärung)**.

---

## 9. Changes to Terms of Use


The operator reserves the right to update, modify, or clarify these Terms of Use at any time to ensure compliance with evolving laws (TMG, DSGVO, EU AI Act, UrhG).


---

## 10. Contact

For legal inquiries, licensing requests, or IP permissions, please contact:

### **Giordano Mettus**

 Alt-Kaulsdorf 46, 12621 Berlin, Germany

 [dott.giordanomettus@gmail.com](mailto:dott.giordanomettus@gmail.com)