

## **Intellectual Property Policy**

JBS Academy Private Limited is a technology platform that enables anyone anywhere to create and share educational courses. We host more than 100,000 courses on our online learning marketplace. Our marketplace model means we do not review or edit the courses for legal issues, and we are not in a position to determine the legality of course content. However, it is important to us that instructors posting courses on JBS Academy Private Limited respect the intellectual property of others. When instructors post courses on our marketplace, they make the promise that they have the necessary authorization or rights to use all the content contained in their courses.

Infringing activity is not tolerated on or through our platform.

This policy addresses what we do in the event of copyright infringement reports from content owners and trademark infringement claims from trademark owners with respect to the courses on the JBS Academy Private Limited platform. The policy also addresses what we do when JBS Academy Private Limited instructors' courses are copied on third-party platforms without their consent.

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## **Third-Party Copyright Infringement Reports**

JBS Academy Private Limited's policy is to remove courses from our service when they are reported as infringing in a copyright infringement notice received from the owner of the original content. It is also our policy to remove all courses from any instructor who is determined to be a repeat infringer (for whom JBS Academy Private Limited has received more than two valid takedown notices). We reserve the right to terminate an instructor's account at any time, including when they post content in violation of the copyrights of others.

### **How to File a Report**

If you would like to report a course on the JBS Academy Private Limited marketplace and if you are the owner or the designated agent of the owner of the rights to the content that you believe the course is infringing, the most efficient way is to use this [form](#) (form in English only).

Before you submit a copyright infringement report, please remember these important things:

1. **We cannot process a copyright claim that is not submitted by the owner of the copyright or its designated agent.** This is because we have no way of knowing whether the instructor who

published the course you are reporting has received proper permission from the owner to use the content. We will ask you to provide an electronic signature to confirm that you are the copyright owner or have authority to represent the copyright owner (including if the copyright owner is an organization).

2. **Your copyright claim has to be sufficiently substantiated for us be able to address it.** This means:
  - You provide sufficient information for us to contact you, including your full legal name, an email address, physical address, and (optional) telephone number.
  - If you are filing a report on behalf of an organization, you include the name of the organization and your relationship to the organization.
  - You precisely identify the original copyrighted material or, if multiple copyrighted works are covered in your notification, you provide a sufficiently representative list of such original material (such as a URL where the material is located);
  - You provide sufficient information for us to locate the reportedly infringing course(s) on the JBS Academy Private Limited site (the URL on our website and the exact name of the course and instructor);
  - You add a statement saying: “I declare, under penalty of perjury, that the information in this complaint is accurate and that I am the copyright owner or am authorized to act on the copyright owner's behalf and I have a good faith belief that use of the material in the manner complained of is not authorized by the copyright owner, its agent, or the law”.
3. **Knowingly submitting a false or misleading claim of infringement is illegal and you could be held liable and have to pay damages as a result.** JBS Academy Private Limited reserves the right to seek damages from anyone who submits a notification of claimed infringement in violation of the law.
4. **There are types of content that are not protected by copyright. Copyright law doesn't cover short phrases** (like business names, book titles, and slogans), intangible concepts (like processes, ideas, and recipes), or facts. Before you submit a copyright claim, make sure that the content copied in the course is indeed protected by copyright. If you need to report a trademark violation, please follow the steps [here](#).
5. **Consider whether the use of your material in the course is “fair use”.** Copyright law includes a “fair use” exception for certain uses of copyrighted content that are considered to be in the public interest. Fair use covers things like criticism, commentary, news reporting, and research. In considering whether a course's use of your material qualifies as fair use, you should look at:
  - The purpose of the use (whether the course is paid or unpaid, whether the course critiques/parodies/transforms your material)
  - The type of copyrighted work being used (whether your work is factual or creative)
  - The portion being used (whether the course uses small, necessary excerpts of your material or substantial portions of it)

The effect on the market for your material (whether potential buyers would purchase the course instead of your material)

Before you submit a copyright claim, make sure that use of the content copied in the course does not qualify as fair use.

## **Counter-Notification**

If we receive a valid copyright violation report, we will send a copy of that report to the instructor who posted the reported course along with a notification that 1) the course was reported for copyright infringement and 2) we are removing the course from the JBS Academy Private Limited service. We will also attach a form that the instructor can fill in and send back to us to submit a counter-notification. If your course has been reported for copyright infringement and removed from the JBS Academy Private Limited service, and if you believe we made a mistake or that you have permission from the owner of the reported content to use such content in your course, then you may send us a counter-notification.

The best way to provide us with a counter-notification is to fill in the form we provided you and send it back to the JBS Academy Private Limited designated agent or the copyright team member who notified you. To be effective, a counter notification must be in writing and include the following information:

- Your physical or electronic signature;
- Your name, address, and email address or telephone number,
- Identification of the course that was removed and the location (URL) at which it appeared before it was removed (you can access this information from the copyright infringement report filed against your course, we always attach a copy when we notify you);
- A statement under penalty of perjury that you have a good faith belief that the material was removed or disabled as a result of mistake or misidentification of the material to be removed or disabled; and
- A statement that you consent to (i) JBS Academy Private Limited sharing your name and contact information with the claimant; (ii) receiving service of process for any legal action by the claimant or an agent of the claimant and (ii) accepting the jurisdiction of the federal district court for the judicial district in which you reside (if in the U.S.), or if you reside outside of the U.S., the jurisdiction of the United States District Court for the Northern District of California (headquarters of JBS Academy Private Limited).

**Knowingly submitting a false or misleading counter-notification to a claim of infringement is illegal and you could be held liable and have to pay damages as a result.** JBS Academy Private Limited reserves the right to seek damages from any party that submits a counter-notification of claimed infringement or counter notification in violation of the law.

## **Reports from Instructors of Infringing Content on Other Platforms**

We understand that when you post and make available your courses on the JBS Academy Private Limited marketplace, you want to make sure that you will not find your courses offered on another platform without your permission. To help combat copyright infringement and piracy affecting courses

of our instructors, we partnered with Link-Busters, an anti-piracy vendor, to seek out and find instances of infringement and to have any infringing content removed from third-party platforms.

In the event you find your course available on another platform without your permission, please fill out the form [here](#). Link-Busters will file copyright infringement reports and exercise legal actions to have the infringing content removed as soon as possible. Please keep in mind that since JBS Academy Private Limited and Link-Busters don't control the content on other sites, we may not always be successful, especially if your content is on a site outside of the US or EU. Certain countries take different approaches to copyright law; as such, we cannot guarantee the infringing party or hosting site will comply with our notices and remove the infringing content from their platform.

## **Third-Party Trademark Infringement Reports**

JBS Academy Private Limited's policy is to remove courses from our service when they are reported as infringing a third-party trademark. We also reserve the right to terminate an instructor's account at any time, including when they post content in violation of the trademark rights of others.

## **How to Submit a Trademark Infringement Report**

The fastest and easiest way to submit a report of trademark infringement to us is to send a notice to the Designated Agent containing the information identified below. Please note that a copy of your notice will be sent to the party who posted the content you are reporting. Before you submit a trademark infringement report, please remember these important things:

- 1. Your trademark claim has to be sufficiently substantiated for us be able to address it. This means your communication must include substantially the following:**
  - Your complete contact information (full name, mailing address, and email or phone number).
  - The specific word, symbol, etc. for which you claim trademark rights.
  - The basis for your claim of trademark rights (such as a national or community registration), including registration number, if applicable.
  - The country or jurisdiction in which you claim trademark rights.
  - The category of goods and/or services for which you assert rights.
  - Sufficient information for us to locate the material on JBS Academy Private Limited that you believe violates your trademark rights (web addresses/URLs of the allegedly infringing content).
  - A description of how you believe this content infringes your trademark.
  - If you are not the rights holder, an explanation of your relationship to the rights holder.

The following statement: "I have a good faith belief that use of the trademark as described above in the manner complained of is not authorized by the trademark owner, its agent, or the law."

- The following statement: "The information in this notice is accurate, and I declare, under penalty of perjury, that I am the owner or authorized to act on behalf of the owner of a trademark that is allegedly infringed."

- Your electronic signature ("/s/" followed by your full name, e.g., "/s/ Jane Doe") or physical signature.
  1. **Submitting a false or misleading claim of infringement could result in liability for you.** JBS Academy Private Limited reserves the right to seek damages from any party that submits a false or misleading notification of claimed trademark infringement.
  2. **Consider whether the use of your trademark in the course is “nominative fair use”.** Trademark law protects the use of a name or brand for selling products and services, with the goal of preventing consumer confusion. Most countries’ laws include an exception for “fair use”, which allows others to use a trademark for factually referencing the trademarked product or service, or commenting on or criticizing the mark. Consider the likelihood that others would be confused into thinking that your company or brand had created or is sponsoring the course. Before you submit a trademark claim, make sure that use of your trademark in the course does not qualify as fair use.

## **Instructor Terms**

When you sign up to become an instructor on the JBS Academy Private Limited platform, you agree to abide by these Instructor Terms ("Terms"). These Terms cover details about the aspects of the JBS Academy Private Limited platform relevant to instructors and are incorporated by reference into our [Terms of Use](#), the general terms that govern your use of our Services. Any capitalized terms that aren't defined in these Terms are defined as specified in the Terms of Use.

As an instructor, you are contracting directly with JBS Academy Private Limited, Inc. (a Delaware corporation in the United States), regardless of whether another JBS Academy Private Limited subsidiary facilitates payments to you.

### **1. Instructor Obligations**

As an instructor, you are responsible for all content that you post, including lectures, quizzes, coding exercises, practice tests, assignments, resources, answers, course landing page content, and announcements ("Submitted Content").

You represent and warrant that:

- you will provide and maintain accurate account information;
- you own or have the necessary licenses, rights, consents, permissions, and authority to authorize JBS Academy Private Limited to use your Submitted Content as specified in these Terms and the Terms of Use;
- your Submitted Content will not infringe or misappropriate any third party's intellectual property rights;
- you have the required qualifications, credentials, and expertise (including education, training, knowledge, and skill sets) to teach and offer the services that you offer through your Submitted Content and use of the Services; and

- you will respond promptly to students and ensure a quality of service that corresponds with the standards of your industry and instruction services in general.
- You warrant that you will not:
- post or provide any inappropriate, offensive, racist, hateful, sexist, pornographic, false, misleading, incorrect, infringing, defamatory or libelous content or information;
- post or transmit any unsolicited or unauthorized advertising, promotional materials, junk mail, spam, or any other form of solicitation (commercial or otherwise) through the Services or to any user;
- use the Services for business other than providing tutoring, teaching, and instructional services to students;
- engage in any activity that would require us to obtain licenses from or pay royalties to any third party, including the need to pay royalties for the public performance of a musical work or sound recording;
- frame or embed the Services (such as to embed a free version of a course) or otherwise circumvent the Services;
- impersonate another person or gain unauthorized access to another person's account;
- interfere with or otherwise prevent other instructors from providing their services or courses; or
- abuse JBS Academy Private Limited resources, including support services.

## **2. License to JBS Academy Private Limited**

You grant JBS Academy Private Limited the rights detailed in the [Terms of Use](#) to offer, market, and otherwise exploit your Submitted Content, and to sublicense it to students for these purposes directly or through third parties. This includes the right to add captions or otherwise modify content to ensure accessibility.

Unless otherwise agreed (including within our [Promotions Policy](#)), you have the right to remove all or any portion of your Submitted Content from the Services at any time. Except as otherwise agreed, JBS Academy Private Limited's right to sublicense the rights in this section will terminate with respect to new users 60 days after the Submitted Content's removal. However, (1) rights given to students before the Submitted Content's removal will continue in accordance with the terms of those licenses (including any grants of lifetime access) and (2) JBS Academy Private Limited's right to use such Submitted Content for marketing purposes shall survive termination.

We may record all or any part of your Submitted Content for quality control and for delivering, marketing, promoting, demonstrating, or operating the Services. You grant JBS Academy Private Limited permission to use your name, likeness, voice, and image in connection with offering, delivering, marketing, promoting, demonstrating, and selling the Services, your Submitted Content, or JBS Academy Private Limited's content, and you waive any rights of privacy, publicity, or other rights of a similar nature, to the extent permissible under applicable law.

## **3. Trust & Safety**

### **3.1 Trust & Safety Policies**

You agree to abide by JBS Academy Private Limited's [Trust & Safety policies](#), [Restricted Topics policy](#), and other course quality standards or policies prescribed by JBS Academy Private Limited from time to time. You should check these policies periodically to ensure that you comply with any updates to them. You understand that your use of the Services is subject to JBS Academy Private Limited's approval, which we may grant or deny at our sole discretion.

We reserve the right to remove courses, suspend payouts, and/or ban instructors for any reason at any time, without prior notice, including in cases where:

- an instructor or course does not comply with our policies or legal terms (including the Terms of Use);
- a course falls below our quality standards or has a negative impact on the student experience;
- an instructor engages in behavior that might reflect unfavorably on JBS Academy Private Limited or bring JBS Academy Private Limited into public disrepute, contempt, scandal, or ridicule;
- an instructor engages the services of a marketer or other business partner who violates JBS Academy Private Limited's policies; or
- as determined by JBS Academy Private Limited in its sole discretion.

### **3.2 Co-Instructors and Teaching Assistants**

The JBS Academy Private Limited platform allows you to add other users as co-instructors or teaching assistants for courses that you manage. By adding a co-instructor or teaching assistant, you understand that you are authorizing them to take certain actions that affect your JBS Academy Private Limited account and courses. JBS Academy Private Limited is not able to advise on any questions or mediate any disputes between you and such users. If your co-instructors have an assigned revenue share, their share will be paid out of your earned revenue share based on the ratios you have specified in your Course Management settings as of the date of the purchase.

### **3.3 Relationship to Other Users**

Instructors don't have a direct contractual relationship with students, so the only information you'll receive about students is what is provided to you through the Services. You agree that you will not use the data you receive for any purpose other than providing your services to those students on the JBS Academy Private Limited platform, and that you won't solicit additional personal data or store students' personal data outside the JBS Academy Private Limited platform. You will indemnify JBS Academy Private Limited against any claims arising from your use of students' personal data.

### **3.4 Anti-Piracy Efforts**

We partner with anti-piracy vendors to help protect your courses from unauthorized use. To enable this protection, you hereby appoint JBS Academy Private Limited and our anti-piracy vendors as your agents for the purpose of enforcing copyrights for each of your courses, through notice and takedown processes (under applicable copyright laws like the Digital Millennium Copyright Act) and for other

efforts to enforce those rights. You grant JBS Academy Private Limited and our anti-piracy vendors primary authority to file notices on your behalf to enforce your copyright interests.

You agree that JBS Academy Private Limited and our anti-piracy vendors will retain the above rights unless you revoke them by sending an email to piracy@JBS Academy Private Limited.com with the subject line: "Revoke Anti-Piracy Protection Rights" from the email address associated with your account. Any revocation of rights will be effective 48 hours after we receive it.

## **4. Pricing**

### **4.1 Price Setting**

When creating a course, you will be prompted to select a base price ("Base Price") for your course from a list of available price tiers. Alternatively, you may choose to offer your course for free. As a premium instructor, you will also be given the opportunity to participate in certain promotional programs under the terms of our Promotions Policy ("Promotional Programs").

If you do not opt to participate in any Promotional Programs, we will list your course for the Base Price or the closest local or mobile app equivalent (as detailed below).

When a student purchases using a foreign currency, we will convert the relevant Base Price or Promotional Program price into the student's applicable currency using a system-wide foreign currency conversion rate set by JBS Academy Private Limited and fixed periodically into a table of corresponding price tiers by currency ("Price Tier Matrix"). Since the [Price Tier Matrix](#) is fixed, those conversion rates may not be identical to the applicable market rate in effect when a transaction is processed. We reserve the right to update the Price Tier Matrix at any time.

When a student purchases through a mobile application, the mobile platform provider's pricing matrix will control, and we will choose the price tier closest to the applicable Base Price or Promotional Program price. Because mobile platforms impose their own currency conversion rates, conversions for mobile app prices may not match the conversions in the Price Tier Matrix.

You give us permission to share your courses for free with our employees, with selected partners, and in cases where we need to restore access accounts who have previously purchased your courses. You understand that you will not receive compensation in these cases.

### **4.2 Transaction Taxes**

If a student purchases a product or service in a country that requires JBS Academy Private Limited to remit national, state, or local sales or use taxes, value added taxes (VAT), or other similar transaction taxes ("Transaction Taxes"), under applicable law, we will collect and remit those Transaction Taxes to the competent tax authorities for those sales. We may increase the sale price at our discretion where we determine that such taxes may be due. For purchases through mobile applications, applicable Transaction Taxes are collected by the mobile platform (such as Apple's App Store or Google Play).



### **4.3 Promotional Programs**

JBS Academy Private Limited offers several optional marketing programs (Promotional Programs) in which you can choose to participate, as detailed in our [Promotions Policy](#). These programs can help increase your revenue potential on JBS Academy Private Limited by finding the optimal price point for your courses and promoting them through additional marketing channels.

There is no up-front cost to participate in these programs, and you can modify your participation status at any time, though changes you make will not apply to currently active campaigns.

## **5. Payments**

### **5.1 Revenue Share**

When a student purchases your course, we calculate the gross amount of the sale as the amount actually received by JBS Academy Private Limited from the student ("Gross Amount"). From this, we subtract any Transaction Taxes, any mobile platform fees applied to mobile application sales, a 3% administrative and handling fee (except in Japan, where we subtract a 4% fee) for any non-mobile-app sales, and any amounts paid to third parties in connection with the Promotional Programs to calculate the net amount of the sale ("Net Amount").

If you have not opted into any of JBS Academy Private Limited's optional Promotional Programs, your revenue share will be 50% of the Net Amount less any applicable deductions, such as student refunds. If we change this payment rate, we will provide you 30 days notice using prominent means, such as via email or by posting a notice through our Services.

If you opt into any of the Promotional Programs, the relevant revenue share may be different and will be as specified in the [Promotions Policy](#).

JBS Academy Private Limited makes all instructor payments in U.S. dollars (USD) regardless of the currency with which the sale was made. We will assume transaction processing fees, excluding foreign currency conversion fees and wiring fees. Your revenue report will show the sales price (in local currency) and your converted revenue amount (in USD).

### **5.2 Receiving Payments**

For us to pay you in a timely manner, you must own a PayPal or Payoneer account in good standing and must keep us informed of the correct email associated with your account. You must also provide any identifying information or tax documentation (such as a W-9 or W-8) necessary for payment of amounts due, and you agree that we have the right to withhold appropriate taxes from your payments. We reserve the right to withhold payments or impose other penalties if we do not receive proper identifying information or tax documentation from you. You understand and agree that you are ultimately responsible for any taxes on your income.

Depending on the applicable revenue share model, payment will be made within 45 days of the end of the month in which (a) we receive the fee for a course or (b) the relevant course consumption occurred.

As an instructor, you are responsible for determining whether you are eligible to be paid by a U.S. company. We reserve the right not to pay out funds in the event of identified fraud, violations of intellectual property rights, or other violations of the law.

If we cannot settle funds into your payment account after the period of time set forth by your state, country, or other government authority in its unclaimed property laws, we may process the funds due to you in accordance with our legal obligations, including by submitting those funds to the appropriate government authority as required by law.

### **5.3 Refunds**

You acknowledge and agree that students have the right to receive a refund, as detailed in the [Terms of Use](#). Instructors will not receive any revenue from transactions for which a refund has been granted under the Terms of Use.

If a student asks for a refund after we have paid the relevant instructor payment, we reserve the right to either (1) deduct the amount of the refund from the next payment sent to the instructor or (2) where no further payments are due to the instructor or the payments are insufficient to cover the refunded amounts, require the instructor to refund any amounts refunded to students for the instructor's courses.

## **6. Trademarks**

While you are a published instructor and subject to the requirements below, you may use our trademarks where we authorize you to do so.

You must:

only use the images of our trademarks that we make available to you, as detailed in any guidelines we may publish (such as our [Instructor Badge Guide](#));

only use our trademarks in connection with the promotion and sale of your JBS Academy Private Limited courses or your participation on JBS Academy Private Limited; and

immediately comply if we request that you discontinue use.

You must not:

use our trademarks in a misleading or disparaging way;

use our trademarks in a way that implies that we endorse, sponsor, or approve of your courses or services; or

use our trademarks in a way that violates applicable law or in connection with an obscene, indecent, or unlawful topic or material.

## **7. Sanctions and Export Laws**

You warrant that you aren't restricted from using the Services under U.S. sanctions or export laws (as an individual or as an officer, director, or controlling shareholder of any entity on whose behalf you use the Services). If you become subject to such a restriction while you are subject to these Instructor Terms, you will notify JBS Academy Private Limited within 24 hours, and we will have the right to terminate any further obligations to you, effective immediately and with no further liability to you (but without prejudice to your outstanding obligations to JBS Academy Private Limited). You will not use the Services to conduct or facilitate any transaction with any other individual or entity subject to such a restriction. You may not remove, export, or allow the export or re-export of the Services (or any product thereof, including technical data) outside the U.S. in violation of any restrictions, laws, or regulations of the U.S. or any other applicable country.

## **8. Deleting Your Account**

Instructions on how to delete your instructor account are available [here](#). We'll use commercially reasonable efforts to make any remaining scheduled payments that are owed to you before deleting your account. You understand that if students have previously enrolled in your courses, your name and that Submitted Content will remain accessible to those students after your account is deleted. If you need help or encounter difficulty deleting your account, you can contact us via our [Support Center](#).

## **9. Miscellaneous Legal Terms**

### **9.1 Updating These Terms**

From time to time, we may update these Terms to clarify our practices or to reflect new or different practices (such as when we add new features), and JBS Academy Private Limited reserves the right in its sole discretion to modify and/or make changes to these Terms at any time. If we make any material change, we will notify you using prominent means such as by email notice sent to the email address specified in your account or by posting a notice through our Services. Modifications will become effective on the day they are posted unless stated otherwise.

Your continued use of our Services after changes become effective shall mean that you accept those changes. Any revised Terms shall supersede all previous Terms.

### **9.2 Translations**

Any version of these Terms in a language other than English is provided for convenience and you understand and agree that the English language will control if there is any conflict.

### **9.3 Relationship Between Us**

You and we agree that no joint venture, partnership, employment, contractor, or agency relationship exists between us.

### **9.4 Survival**

The following sections shall survive the expiration or termination of these Terms: Sections 2 (License to JBS Academy Private Limited), 3.3 (Relationship to Other Users), 5.2 (Receiving Payments), 5.3 (Refunds), 8 (Deleting Your Account), and 9 (Miscellaneous Legal Terms).

## **10. How to Contact Us**

The best way to get in touch with us is to contact our [Support Team](#). We'd love to hear your questions, concerns, and feedback about our Services.

Every day, thousands of minutes of life-changing content are consumed on JBS Academy Private Limited. This is made possible by instructors who are passionate about teaching and students who are dedicated to learning. JBS Academy Private Limited is founded on core values centered around this exchange of knowledge. We are committed to empowering highly knowledgeable everyday experts to provide an amazing learning experience for a global community of students. It is up to all of us here at JBS Academy Private Limited to live these values: instructors, students, and the JBS Academy Private Limited team. When we live these values, we continue to create a thriving, sustainable marketplace where anyone can truly learn anything online — and have a great time doing it.

### **Who Forms our Community?**

Students – Our students come to JBS Academy Private Limited to have an engaging learning experience where they have access to a huge variety of topics from experts who practice these skills on a daily basis.

Instructors – Our instructors are an inspiring bunch who love to teach. They come to JBS Academy Private Limited because of the opportunity to impact millions of students across the world, and for access to the tools, platform, and coaching that enables them to create high-quality courses.

### **What are the Ground-Rules?**

#### **1) Don't spam**

Students come to JBS Academy Private Limited to have a safe and engaging learning experience and instructors teach for the love of sharing knowledge. Instructors: Once you're on the JBS Academy Private Limited platform, don't try to sell other products or spam each other with requests and offers.

#### **2) Don't game the system**

For instructors: Don't direct JBS Academy Private Limited students away from the JBS Academy Private Limited platform, push the envelope on what is and is not allowed, or search for loopholes in policies. We want our community of students to grow, as does every other instructor. When you game the

system, the whole community loses out on having a common pool of engaged students who want to learn.

**For students:** Don't harass instructors, ask for free coupons, or offer reviews in exchange for things. The community relies on a healthy interaction between students and instructors, as well as honest student feedback to understand which courses are right for them.

### **3) Keep it professional**

Our instructors actively collaborate and communicate with each other, and students and instructors have healthy and vibrant discussions through the course-taking experience. We ask that, in connection with those relationships, you are respectful, honest, and considerate with students, instructors, and JBS Academy Private Limited staff. Be a positive member of the JBS Academy Private Limited community. Never ask for personal information, or post unoriginal content as your own.

### **4) If you see something, say something**

If anything you see or experience ever seems like a violation, or you are unsure about a policy, just let us know by emailing [policy@JBS Academy Private Limited.com](mailto:policy@JBS Academy Private Limited.com). Someone on our team will review every report, answer your questions, and determine whether there has been a violation of our policies. We're here to help you understand our policies and be successful on JBS Academy Private Limited.