The Upwork Terms of Service is comprised of the following agreements:

- User Agreement
- Privacy Policy
- API Terms of Use
- Cookie Policy
- Escrow Instructions
  - Hourly, Bonus, and Expense Payment Agreement with Escrow Instructions
  - Fixed-Price Escrow Instructions
  - Direct Contract Escrow Instructions
  - Upwork Escrow Inc.
- Fee and ACH Authorization Agreement
- Freelancer Membership Policy
- Proprietary Rights Infringement Reporting Procedures
- Site Terms of Use
- 'Upwork Team' Software License Agreement
- Upwork Payroll Agreement
- Upwork Direct Contract Terms
- Upwork Mark Use Guidelines
- Optional Service Contract Terms
- Nondiscrimination Statement