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

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