

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

- [User Agreement](#)
- [Terms of Use](#)
- [Any Hire Terms](#)
- [Client Initiated Direct Contracts Terms](#)
- [Escrow Instructions](#)
  - [Hourly, Bonus, and Expense Payment Agreement with Escrow Instructions](#)
  - [Fixed-Price Escrow Instructions](#)
  - [Any Hire Escrow Instructions](#)
  - [Client Initiated Direct Contracts Escrow Instructions](#)
  - [Upwork Escrow Inc.](#)
- [Fee and ACH Authorization Agreement](#)
- [Freelancer Membership Policy](#)
- [Optional Service Contract Terms](#)
- [Referral Program Terms and Conditions](#)
- [Upwork Mark Use Guidelines](#)
- [Upwork Virtual Patent Marking](#)
- [Proprietary Rights Infringement Reporting Procedures](#)
- [Privacy Policy](#)
- [Global Data Processing Agreement](#)
- [Digital Services Act Statement](#)
- [Privacy Center](#)
- [Cookie Policy](#)
- [API Terms of Use](#)
- [‘Upwork Team’ Software License Agreement](#)
- [Upwork Payroll Agreement](#)
- [Upwork Digital Accessibility Statement](#)
- [Nondiscrimination Statement](#)

