

COMPASS Youth Collaborative, Inc.

WEBSITE PRIVACY POLICY

Welcome to COMPASS Youth Collaborative, Inc.

This Website Privacy Policy (this “Privacy Policy”) explains what information we collect, how it is used and your options as you interact with our website. If you have any questions regarding this Privacy Policy or do not feel that your concerns have been addressed, please direct your questions through the “How to Contact Us” section at the end of this Privacy Policy.

Scope of this Privacy Policy

This Privacy Policy applies to your use of COMPASS Youth Collaborative Inc.’s public-facing website with this Privacy Policy available in the website’s footer (collectively, the “Website”) including the domain <http://www.compassyc.org>.

Your Consent and Acceptance of this Privacy Policy

This Privacy Policy is entered into by and between you and COMPASS Youth Collaborative, Inc. (“we,” “us,” or “our”). This Privacy Policy governs your access to and use of the Website. Please read this Privacy Policy carefully before you start to use the Website. By using the Website, you accept and agree to be bound by and abide by this Privacy Policy. Further, you consent to the collection, use and sharing of information as described in this Privacy Policy. By providing us with an email address, you agree that we may use your email address to communicate with you about our products and services.

If you do not agree to this Privacy Policy, then you should not access or use the Website.

Information We Collect

When you visit our Website, we may collect information from you in two ways. First, you may voluntarily provide information to us, such as by completing an online form. Second, we may automatically collect information from you, such as information regarding your visit to our Website. Each of these is described more fully below.

- ***Information You Voluntarily Provide:*** We collect personal information that you voluntarily provide in response to requests we may make at various places and through various mechanisms on the Website. The personal information we collect may include your name, company name, home address or work address (or both), gender, telephone and facsimile number(s), and email address. Other information we may collect from you includes information about persons being referred to our Peacebuilders Program, including, name, date of birth, gender, address, cell phone, email address, and the following program eligibility information about whether the program participant is known to: (i) sell or use drugs; (ii) be involved in a gang; (iii) carry a weapon, (iv) be involved with criminal justice (currently or in the past); and (v) be enrolled in school. We may collect such information, for example, when you send an email to us. In such case, we will collect whatever personal information you voluntarily provide in response to our request.
- ***Information We Collect Automatically:*** As you browse through the Website, we may automatically collect certain non-personal information about you which may include: (a) the name of the domain and host from which you access the Internet; (b) the browser software you use and your operating system; (c) the Internet address of

the website from which you linked to the Website; (d) the Internet address of the device you used to access the Website and the location from which such access occurred; and (e) the time(s) when you accessed the Website.

How We Use the Information We Collect

We may disclose the information you provide to us or which we collect about you to:

- Provide services, operate the Website, and help us improve the services we offer and the Website.
- Personalize your experience and inform you about the services in which you have indicated an interest.
- Improve our program offerings and send you information and updates.
- Respond to your questions and requests, including any inquiry or application for employment submitted via email.
- Provide you with certain services or information you request.
- For any other purpose we describe when we collect your information or to which you consent.
- As otherwise permitted or required by law.

How We Disclose the Information We Collect

We may disclose the information you provide to us or which we collect about you to third parties in the following circumstances:

- We may disclose the information to third parties who we have engaged to help us provide services or operate the Website.
- If the ownership of our business changes or we need to transfer assets relating to the Website to a third party, we may transfer the information to the new owner.
- We may provide third parties with aggregate statistics about our visitors, traffic patterns and related site information. These data reflect site-usage patterns gathered during visits to the Website, but they do not contain information that personally identifies you.
- We may disclose the information if required to do so by law or on the good-faith belief that such action is necessary to (a) conform to applicable law or comply with legal process served on us or our sites; (b) protect and defend our rights or property, the sites or our users, or (c) act to protect the personal safety of us, users of the sites or the public.
- We may disclose the information if the disclosure is otherwise permitted or required by law.
- For any other purpose we describe when we collect your information or to which you consent.

Links to Third Party Websites

The Website may contain links to other third party websites and social media platforms, all of which are separate legal entities whose information practices may be different from ours. This Privacy Policy does not cover any such third party

websites. If you provide personal information to such third party websites all information you disclose will be subject to the Privacy Policy and practices of such third parties. We are not responsible for the policies and practices of such third parties and, therefore, you should review the specific policies posted on those websites prior to submitting personal information to them.

Cookies

Cookies are small data files that online services can store on, and retrieve from, a user's computer or mobile device through the user's web browser. The Website use cookies to help to personalize your experience and to help us understand how our visitors use different services, pages and resources of the Website and to help us improve the Website. You have the ability to accept or decline cookies. Most web browsers accept cookies automatically, but you can adjust the preferences in the browser of your computer or device to warn you each time a cookie is being sent, or to block some or all cookies. If you decide to decline cookies, you may not be able to fully use the features of the Website. Cookies may also be used at certain sites accessible through links on the Website.

We also use Google Analytics to help us understand how our customers use the Website -- you can read more about how Google uses your Personal Information here: <https://www.google.com/intl/en/policies/privacy/>. You can also opt-out of Google Analytics here: <https://tools.google.com/dlpage/gaoptout>.

Data Security

COMPASS Youth Collaborative, Inc. is committed to protecting the privacy of the personal information you provide to us via the Website and that we collect. We use reasonable efforts to prevent unauthorized access to your information. Although we work hard to protect your personal information, COMPASS Youth Collaborative, Inc. cannot guarantee the security of any information you transmit to us through the Website and you do so at your own risk.

Data Retention

We will retain your information for as long as needed to provide you services, comply with our legal obligations, resolve disputes or enforce our agreements.

Protecting Children's Privacy

The Website are only intended for adults and are not directed toward children under the age of 13. We do not knowingly collect personal information from children under the age of 13.

Changes to This Policy

COMPASS Youth Collaborative, Inc. has the right to change or update this Privacy Policy from time to time without notice, so please review it periodically to keep informed of any changes.

How to Contact Us

If you have any questions, comments or concerns about our Website or this Privacy Policy you may contact us at Christopher Brechlin, Director of Data & Digital Systems, by email at christopherbrechlin@compassyc.org.

Last Revised

June 13, 2022