

## **Privacy Policy**

What do you need to know? This privacy policy sets out the rules on how we handle your personal information (if any), it explains why we could collect your information, what we do with it and when we will destroy it.

To make it easier to understand we have provided a summary of our policy. The summary is not the complete set of rules, it is just an overview. The official set of rules always count and are binding. For example, if you think something went wrong, we will check the full set of rules and not this summary - the full set of rules can be found below the summary. If we update our rules, it will be published here and if you have any questions you can reach out to us via email at [contact@advancingwomeninbusiness.com](mailto:contact@advancingwomeninbusiness.com).

This website may have links to other websites, we do not make those websites, so what happens there is out of our control and we cannot be blamed if something goes wrong there. We advise you to read their privacy policies as well.

We collect the information that you give us when you comment on the pillar detail pages. We can use this information to address your questions / complaints or give you information.

We also collect information you upload on our website. We use information about you to improve our program or website or do research.

Your experience is useful so we will ask you questions about your experience during visiting our website or afterwards. We do this because we want to know if our website is of benefit to you or if we need to change anything. You don't have to answer our questions if you don't want to.

Your personal information will be stored on secured servers which are owned by Accenture that will remain secure at all times.

You can always reach out to us and ask what information we have on you by emailing us at [contact@advancingwomeninbusiness.com](mailto:contact@advancingwomeninbusiness.com).

## **Full Privacy Policy**

### **Your privacy**

The Canada-United States Council for Advancement of Women Entrepreneurs and Business Leaders is managed and run by the council itself. You can read more about who we are on our website.

The purpose of Canada-United States Council for Advancement of Women Entrepreneurs and Business Leaders ("the Council") is to compile information that will help the advancement of women in business. This Policy (together with the Canada-United States Council for Advancement of Women Entrepreneurs and Business Leaders Terms of Use) explains how any personal data we may collect from or about you for the purpose set out above by means of this site, will be processed and protected by us. By using our site, you are consenting to our use of your data as described in this Policy.

This site may, from time to time, contain links to and from the sites of our partner network and others. If you follow a link to any of these sites, please be aware that these sites have their own privacy policies. Please check these policies before you submit any personal data by means of these sites. Any changes we may make to our privacy policy in the future will be posted on this page. If you have any questions now or during your visit of the site, please contact us at [contact@advancingwomeninbusiness.com](mailto:contact@advancingwomeninbusiness.com).

## **What information do we gather?**

We collect information relating to you in two ways: (1) directly (for example, when you provide a comment on our website); and (2) indirectly (for example, through our site's technology).

We may collect and process the following information:

- Information that you provide by using the website, the Council materials, information and filling in surveys. This includes commenting on the pillar pages.
- Pages that collect this type of information may provide further information as to why your data is needed and how it will be used. It is completely up to you whether you want to provide it.
- If you contact us or send us feedback, we may keep a record of that correspondence.
- Any postings, comments or other content that you upload or post to this site.
- Details of your visits to our site and resources you access (including but not limited to, traffic data, location data, weblogs and other communication data). Please see the Cookies section below for more information.

When this information relates to or identifies you, we will treat it as "personal data".

## **How do we use information that we collect from the site?**

We use personal data for the Council including:

- To provide you with information, products or services that you request from us;
- To allow you to participate in interactive features of the Council, when you choose to do so;
- To ensure that content from the Council is presented in the most effective manner for you and for your device;
- To track your use of the Council and create aggregate reports of this for reporting purposes;
- For such other purposes which we would describe to you at the point where it is collected or which will be obvious to you.

We analyse your IP and browser information to determine what is most effective about our site, to help us identify ways to improve it and, eventually, to determine how we can tailor our site to make it more effective. Please see the Cookies section below for more information.

## **Will we share your personal data with outside parties?**

We generally only disclose personal data to our contracted service providers and advisors. When we do so, these companies are required to act in accordance with the instructions we give them and they must meet the requirements of the Data Protection Act to keep the information secure. However, there will be other times when we need to share or disclose personal data you provide with other third parties for a specific purpose, for example:

- We may need to share your personal data with other third parties, such as our partners, but we will always tell you if we are going to do this.
- We will disclose or share your personal data in order to comply with any legal obligation, or in order to enforce or apply our Terms of Use; or to protect our rights, property, and safety.

Where we are required to disclose your personal data we shall do so in accordance with our legal obligations.

## **What about sensitive personal data?**

We do not generally seek to collect sensitive personal data through this site. If you choose to provide us with unsolicited sensitive personal data, you consent to our using the data, subject to applicable law as described in this privacy policy. The term "sensitive personal data" refers to the various categories of personal data identified by US, Canadian and other data privacy laws as requiring special treatment, including in some circumstances the need to obtain explicit consent. These categories may include personal identity numbers, racial or ethnic origin, political opinions, religious, philosophical or other similar beliefs, membership of a trade union or profession or trade association, physical or mental health, biometric or genetic data, sexual life, or criminal record (including information about suspected criminal activities).

### **What about data security?**

We take appropriate steps to maintain the security of personal data collected via our site. You should understand that the open nature of the Internet is such that information and personal data may flow over networks connecting you to our systems without security measures and may be accessed and used by people other than those for whom the data is intended.

Our site may, from time to time, contain links to and from the sites of our partner networks, advertisers and affiliates. If you follow a link to any of these sites, please note that these sites have their own privacy policies and that we do not accept any responsibility or liability for these policies or sites. Please check these policies before you submit any personal data to these sites.

### **Where will your personal data be processed?**

As a global organization, personal data we collect may be transferred internationally throughout our worldwide organisation and to our **service providers overseas**, by providing your information to us you are consenting that we can share your information throughout the Council group of companies as necessary.

### **Your rights**

You are entitled to know whether we hold personal data about you and, if we do, to have access to that personal data and require it to be corrected if it is inaccurate. Please contact us if:

- you have a general question about how we protect your personal data privacy
- you wish to exercise your data privacy rights (e.g. to get a copy of personal data we hold about you)
- you wish to make a complaint about the Council's use of your data
- you want to change your Website permissions
- you have general queries about the Council

### **Cookies**

#### **What are cookies?**

The website Council uses cookies, including Flash Cookies. Cookies are files containing small amounts of information which are downloaded to your computer or mobile device when you visit a site. Cookies are then sent back to the originating site on each subsequent visit, or to another site that recognizes that cookie. Cookies are useful because they allow a site to recognize a user's device. You can find more information about cookies at: [www.allaboutcookies.org](http://www.allaboutcookies.org) and [www.youronlinechoices.eu](http://www.youronlinechoices.eu). For a video about cookies visit <https://www.youtube.com/watch?v=TBR-xtJVq7E>.

Cookies do a lot of different jobs, like letting you navigate between pages efficiently, remembering your preferences, and generally improve the user experience. They can also help to ensure that the advertisements you see online are more relevant to you and your interests.

### **What if I don't want cookies?**

By using our site you agree that we can place cookies on your device as explained below. If you want to remove existing cookies from your device you can do this using your browser options. If you want to block future cookies being placed on your device you can change your browser settings to do this.

Please bear in mind that deleting and blocking cookies will have an impact on your user experience as parts of the site may no longer work. Unless you have adjusted your browser settings to block cookies, our system will issue cookies as soon you visit our site, even if you have previously deleted our cookies.

Turning off cookies will also prevent any web beacons from tracking your user activity on our site. The web beacon will still account for an anonymous visit, but your unique information will not be recorded.

### **What types of cookies does the site use?**

We may use the following type of cookies on this site:

**Strictly necessary cookies** - These cookies are essential in order to enable you to move around the site and use its features, such as accessing secure areas of the site. Without these cookies, services you have asked for cannot be provided.

**Performance cookies** - These cookies collect information about how you use this site, for instance which pages users go to most often, and if they get error messages from web pages. These cookies don't collect information that identifies a user. All information these cookies collect is anonymous and is only used to improve how a site works.

This privacy policy is effective 12/15/17.