

PRIVACY POLICY

SOCHE respects your privacy. This Online Privacy Notice applies to soche.org and other external SOCHE websites that link to this Notice (the “Sites”).

This Notice describes the types of personal information we collect on the Sites, how we use the information, with whom we share it, and the choices available to users of our Sites regarding our use of the information. We also describe the measures we take to protect the security of the information and how users can contact us about our privacy practices. Some Sites may provide additional detail about privacy practices specific to those Sites. Internal organization policies and procedures govern SOCHE’s internal networks and systems and the processing of personal information relating to employees and other authorized SOCHE network users.

Information We Collect

The types of personal information users of our Sites may submit include:

- contact information (such as name, postal address, telephone number and email address);
- higher education information employment information (such as title, employer, college, university, and military rank);
- login credentials for the Sites; (such as username, password, time and date of login);
- other personal information submitted such diversity-related information such as ethnicity, race, gender, disability status, citizenship information, etc.;
- other personal information found in content that users provide.

Information We Collect By Automated Means

When you use our Sites, we may collect certain information by automated means, using technologies such as cookies, web server logs, web beacons and JavaScript.

Cookies are files that websites send to your computer or other internet-connected devices to uniquely identify your browser or to store information or settings on your device. Our Sites may use cookies (such as HTTP and HTML5 cookies) and Flash cookies, as well as other types of local storage (such as browser-based or plugin-based local storage). Your browser may tell you how to be notified when you receive certain types of cookies and how to restrict or disable certain cookies. To delete your Flash cookies or adjust Flash cookie settings go to Adobe Flash [Website Storage Settings Panel](#) and [Global Storage Settings Panel](#). Without cookies, you may not be able to use all of the features of our Sites or other websites. A cookie is a small piece of data that a website asks your browser to store on your device to remember information about you, such as your language preference or login information. More specifically, we use cookies and other tracking technologies for the following purposes:

- Assists in navigation,
- Assists in registration to our events, login, and your ability to provide feedback,
- Analyzes your use of our products, services, or applications,

In addition to cookies, our web servers may log information such as your device type, operating system type, browser type, domain, and other system settings, as well as the language your system uses and the country and time zone where your device is located. We also may record information such as the address of the web page that referred you to our Sites and the IP address of the device you use to connect to our Sites. We also may log information about your interaction with the Sites, such as which pages you visit. We may place tags on our web pages called “web beacons,” which are small files that link web pages to particular web servers and their cookies.

Third-Party Analytics

We may use third-party web analytics services on our Sites, such as those of Google Analytics. These service providers help us analyze how users use the Sites. The information collected for this purpose (including your IP address and other information collected by automated means) will be disclosed to or

collected directly by these service providers. To learn more about how to opt out of these third-party web analytic service providers' activities, click the relevant link below:

- [Google Analytics](#)

Both we and others (such as our service providers) may collect personal information about our visitors' online activities, over time. The providers of other third-party plug-ins on our Sites, such as embedded videos and social sharing tools, may use automated means to collect information regarding your use of the Sites and your interactions with the plug-ins. This information is subject to the privacy policies or notices of the third-party plug-in providers and is not subject to SOCHE's Online Privacy Notice.

How We Use the Information We Collect

We may use the information described above to:

- provide products and services;
- send you other communications and respond to your inquiries;
- communicate with you about, and administer your participation in, special events, programs, offers, surveys and market research;
- process employment applications, including by assessing qualifications, verifying information, and conducting reference or other employment-related checks;
- evaluate potential suppliers and subcontractors and manage our relationships with them;
- provide and administer human resources services for SOCHE employees;
- perform data analyses (including anonymization and aggregation of personal information);
- operate, evaluate and improve our business (including developing new products and services; enhancing and improving our products and services; managing our communications; analyzing our products, services and communications; and performing accounting, auditing and other internal functions);
- protect against, identify and prevent cybersecurity and other security events, espionage, fraud and other unlawful activity, claims and other liabilities; and
- comply with and enforce applicable legal requirements, relevant industry standards and our policies.

We may also use the information in other ways for which we provide specific notice at the time of collection. In addition, we use information collected through automated means for the purposes set forth above, including by customizing our users' visits to our Sites, analyzing the manner in which our users interact with our Sites, and managing our Sites and other aspects of our organization.

Legal Basis of Processing

We only use your information to achieve our legitimate interest in maintaining our online presence and performing data analyses, to communicate with you, in detecting and preventing unlawful or unethical conduct, or to comply with a legal obligation to which we are subject.

Information We Share

We do not sell or otherwise disclose personal information we collect about you, except as described in this Online Privacy Notice. We may also share personal information with service providers who perform services on our behalf based on our instructions. We may share certain personal information with our affiliates for the purposes described in this Online Privacy Notice.

In addition, we may disclose information about you (i) if we are required to do so by law or legal process, (ii) to law enforcement authorities or other government entities, (iii) when we believe disclosure is necessary or appropriate to prevent harm or financial loss, or (iv) in connection with an investigation of suspected or actual espionage, cybersecurity or security events or other fraudulent or illegal activity.

Your Rights and Choices

We offer you certain choices in connection with the personal information we collect from you. To update your preferences, ask us to remove your information from our mailing lists or submit a request, please contact us as indicated in the “How To Contact Us” section of this Online Privacy Notice. To the extent provided by the law of your jurisdiction, you may request access to the personal information we maintain about you free of charge or request that we correct, amend, transfer, delete or block the information by contacting us as indicated below. Where provided by law, you may withdraw any consent you previously provided to us or object at any time on legitimate grounds to the processing of your personal information, and we will apply your preferences going forward. If you feel that your rights and choices are not adequately addressed, you maintain the right to lodge a complaint with a supervisory authority. To exercise your rights as a consumer, please email us using the contact information below indicating the following in the subject line: Global Data Subject Access Request (DSAR) Request to change or delete information from SOCHE Sites.

Data Transfers

We do not transfer information that we collect about you to recipients outside of the United States.

We may transfer the personal information we collect about you to recipients in countries other than the country in which the information originally was collected, including the U.S. Those countries may not have the same data protection laws as the country in which you initially provided the information. When we transfer your information to recipients in other countries (such as the U.S.), we will protect that information as described in this Online Privacy Notice.

How We Protect Personal Information

We maintain administrative, technical and physical safeguards designed to protect the personal information you provide on the Sites against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use.

Data Retention

SOCHE will retain your personal information only for as long as is required for processing and not longer than a maximum period of five years.

Links To Other Websites

Our Sites may provide links to other websites for your convenience and information. These websites may operate independently from us. Linked sites may have their own privacy notices or policies, which we strongly suggest you review. To the extent any linked websites are not owned or controlled by us, we are not responsible for the websites’ content, any use of the websites, or the privacy practices of the websites, even though you may enter that site directly by visiting ours.

Updates To Our Online Privacy Notice

This Online Privacy Notice may be updated periodically and without prior notice to you to reflect changes in our personal information practices. We will post the updated version on our Sites and indicate at the top of the notice when it was most recently updated.

How To Contact Us

If you have any questions or comments about this Online Privacy Notice, or if you would like us to update information we have about you or your preferences, please email us at soche@soche.org or via US Mail:

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