

# BALTIMORE CORPS PRIVACY POLICY

**Last Updated: May 6, 2021**

This Privacy Policy explains how Baltimore Corps, Inc. and its subsidiaries and affiliated companies (“*Baltimore Corps*,” “*we*,” or “*us*”) collects, uses, and discloses information about you. This Privacy Policy applies when you use our websites, mobile applications, and/or other online products and services that link to this Privacy Policy (collectively, our “*Services*”), attend our events, contact us, engage with us on social media, or otherwise interact with us.

We may change this Privacy Policy from time to time. If we make changes, we will notify you by revising the date at the top of this policy and, in some cases, we may provide you with additional notice (such as adding a statement to our website or sending you a notification). We encourage you to review this Privacy Policy regularly to stay informed about our information practices and the choices available to you.

## CONTENTS

[Collection of Information](#)  
[Use of Information](#)  
[Sharing of Information](#)  
[Advertising and Analytics](#)  
[Transfer of Information to the United States and Other Countries](#)  
[Your Choices](#)  
[Your California Privacy Rights](#)  
[Additional Disclosures for Individuals in Europe](#)  
[Contact Us](#)

## COLLECTION OF INFORMATION

### Information You Provide to Us

We collect information you provide directly to us. For example, you share information directly with us when you create a profile, fill out a form, apply for a position or program, submit or post content through our Services, make a purchase, donate, communicate with us via third-party platforms, participate in a contest or promotion, or otherwise communicate with us. The types of personal information we may collect include your name, email address, postal address, phone number, employment and education history (e.g., resume), photos and videos, credit card and other payment information, and any other information you choose to provide.

If you attend one of our online or in-person events, we will inform you if the event is being recorded. Our event recordings may capture photo, video, or audio recordings of you.

## Information We Collect Automatically When You Interact with Us

When you access or use our Services or otherwise interact with us, we automatically collect certain information, including:

- **Transactional Information:** When you make a donation or a purchase, we collect information about the transaction, such as product details, purchase price, and the date and location of the transaction.
- **Device and Usage Information:** We collect information about how you access our Services, including data about the device and network you use, such as your hardware model, operating system version, IP address, and browser type. We also collect information about your activity on our Services, such as access times, pages viewed, links clicked, and the page you visited before navigating to our Services.
- **Information Collected by Cookies and Similar Tracking Technologies:** We (and our service providers) use tracking technologies, such as cookies and web beacons, to collect information about you. Cookies are small data files stored on your hard drive or in device memory that help us improve our Services and your experience, see which areas and features of our Services are popular, and count visits. Web beacons (also known as “pixel tags” or “clear GIFs”) are electronic images that we use on our Services and in our emails to help deliver cookies, count visits, and understand usage and campaign effectiveness.

## Information We Collect from Other Sources

We obtain information from third-party sources. For example, we may collect information about you from identity verification services, advertising networks, data analytics providers, and lead generation sources.

## Information We Derive

We may derive information or draw inferences about you based on the information we collect. For example, we may make inferences about your location based on your IP address.

## USE OF INFORMATION

We use the information we collect to:

- Provide, maintain, and improve our products and services;
- Process transactions and send you related information, including confirmations, receipts, invoices, and customer experience surveys;
- Personalize and improve your experience on our Services;
- Send you technical notices, security alerts, and support and administrative messages;
- Respond to your comments and questions and provide customer service;
- Communicate with you about products, services, and events offered by Baltimore Corps and others and provide news and information that we think will interest you (see the [Your Choices](#) section below for information about how to opt out of these communications at any time);
- Monitor and analyze trends, usage, and activities in connection with our Services;
- Personalize the advertisements you see on third-party platforms and websites (for more information, see the [Advertising and Analytics](#) section below);
- Facilitate contests, sweepstakes, and promotions and process and deliver entries and rewards;
- Detect, investigate, and prevent security incidents and other malicious, deceptive, fraudulent, or illegal activity and protect the rights and property of Baltimore Corps and others;
- Debug to identify and repair errors in our Services;
- Comply with our legal and financial obligations; and
- Carry out any other purpose described to you at the time the information was collected.

## **SHARING OF INFORMATION**

We share personal information in the following circumstances or as otherwise described in this policy:

- If you use the Services to apply for a job or program provided by a third-party organization, your personal information may be shared with that organization to facilitate your application. For example, if you apply for an open position through Baltimore Corps, we will share your application information with the organization to which you applied, so that they may evaluate you for employment.
- We may offer additional options to applicants for jobs or programs on an opt-in basis, including proactively sending your application information to other employers or third-party organizations in our network that may have opportunities available. If you opt in, we may share your information in this manner.
- We share personal information with vendors, service providers, and consultants that need access to personal information in order to perform services for us, such as companies that assist us with web hosting, payment processing, fraud prevention, and marketing and advertising.
- We may share aggregate and/or de-identified information with academic or other researchers who are studying Baltimore Corps, our mission, and our services.
- We may disclose personal information if we believe that disclosure is in accordance with, or required by, any applicable law or legal process, including lawful requests by public authorities to meet national security or law enforcement requirements.
- We may share personal information if we believe that your actions are inconsistent with our user agreements or policies, if we believe that you have violated the law, or if we believe it is necessary to protect the rights, property, and safety of Baltimore Corps, our users, the public, or others.
- We share personal information with our lawyers and other professional advisors where necessary to obtain advice or otherwise protect and manage our business interests.
- We may share personal information in connection with, or during negotiations concerning, any merger, sale of our assets, financing, or acquisition of all or a portion of our organization by another organization.
- Personal information is shared between and among Baltimore Corps and our current and future parents, affiliates, and subsidiaries and other organizations under common control and ownership.
- We share personal information with your consent or at your direction.
- We also share aggregated or de-identified information that cannot reasonably be used to identify you.

## **ADVERTISING AND ANALYTICS**

We allow others to provide analytics services and serve advertisements on our behalf across the web and in mobile apps. These entities may use cookies, web beacons, device identifiers, and other technologies to collect information about your use of our Services and other websites and applications, including your IP address, web browser, mobile network information, pages viewed, time spent on pages or in mobile apps, links clicked, and conversion information. This information may be used by Baltimore Corps and others to, among other things, analyze and track data, determine the popularity of certain content, deliver advertising and content targeted to your interests on our Services and other websites, and better understand your online activity.

## **TRANSFER OF INFORMATION TO THE UNITED STATES AND OTHER COUNTRIES**

Baltimore Corps is headquartered in the United States, and we have operations and service providers in the United States and other countries. Therefore, we and our service providers may transfer your personal information to, or store or access it in, jurisdictions that may not provide levels of data protection that are equivalent to those of your home jurisdiction. We will take steps to ensure that your personal information receives an adequate level of protection in the jurisdictions in which we process it.

## **YOUR CHOICES**

### **Account Information**

You may update and correct certain account information at any time by logging into your account or submitting a help request at: <https://www.tfaforms.com/4602493>. If you wish to delete your account, please submit a help request at: <https://www.tfaforms.com/4602493>. Note that we may retain certain information as required by law or for our legitimate business purposes.

### **Cookies**

Most web browsers are set to accept cookies by default. If you prefer, you can usually adjust your browser settings to remove or reject browser cookies. Please note that removing or rejecting cookies could affect the availability and functionality of our Services.

### **Communications Preferences**

You may opt out of receiving promotional electronic communications from Baltimore Corps by following the instructions in those communications. If you opt out, we may still send you non-promotional emails, such as those about your account or our ongoing business relations.

## **CONTACT US**

If you have any questions about this Privacy Policy, please contact us at [hello@baltimorecorps.org](mailto:hello@baltimorecorps.org).