



Last Updated: July 2022

Privacy Notice

1. Intro

This Privacy Notice only covers data processing carried out by Minorities in Cybersecurity, Inc. The Privacy Notice does not address, and we are not responsible for, the privacy practices of any third parties. Data privacy is important to us. This means that we process personal data with due care and in accordance with applicable data protection laws.

This privacy notice discloses the privacy practices for the Minorities in Cybersecurity main website located at www.mincybsec.org and the MiC Job Board located at <https://mcy.mcjobboard.net/jobs>. This privacy notice applies solely to information collected by these websites. It will notify you of the following:

1. What personally identifiable information is collected from you through the website, how it is used and with whom it may be shared.
2. What choices are available to you regarding the use of your data.
3. The security procedures in place to protect the misuse of your information.
4. How you can correct any inaccuracies in the information.
5. Information Collection, Use, and Sharing

2. Personal data

The personal data we collect from individuals using our Services (“Users”) mostly consists of user data, such as name, address, telephone number, email address and other personal data Users provide to us.

We may also collect technical data in relation to Users, such as IP address, browser type and version, preferred language, geographic location, operating system and computer platform, services Users viewed or searched for while using our Services, and parts of our Services that Users have visited. Although we do not normally use technical data to identify individuals, sometimes individuals can be recognized from it, either alone or when combined or linked with user data. In such situations, technical data may also be considered to be personal data under applicable law and we will treat the combined data as personal data.

We use various technologies to collect and process technical data in relation to Users, including cookies. Cookies are small text files stored on Users’ computer by the internet browser. Cookies allow us to calculate the aggregate number of people using our Services and monitor the use of our Services. This helps us to improve our Services and better serve our Users. We may also use



cookies that make the use of the Services easier, for example by remembering usernames, passwords and preferences. We may use tracking and analytics cookies to see how well our Services are being received by our Users. Some cookies enable our Services to function and inform us whether our Services are functioning properly. Users may choose to set their web browser to refuse cookies, or to alert when cookies are being sent. This can usually be done through internet browser's settings. Information about how to manage cookies can be found online. Some parts of our Services may not function properly if Users prefer not to accept the use of cookies.

Some of our business partners may use cookies on our site (for example, sponsors). However, we have no access to or control over these cookies.

3. Your Access to and Control Over Information

You may opt out of any future contacts from us at any time. You can do the following at any time by contacting us via the email address or phone number given on our website:

- a. See what data we have about you, if any.
- b. Change/correct any data we have about you.
- c. Have us delete any data we have about you.
- d. Express any concern you have about our use of your data.

4. Purposes

We process personal data for the following purposes:

- to allow us to run, maintain and develop our business,
- to allow us to offer and provide our Services,
- to allow us to perform the contract we have signed with our customers, suppliers or partners,
- to enhance our Services and the use thereof,
- to perform research and analysis relating to our Services,
- to perform tracking of the use of our Services,
- to detect fraud, e.g. breaches of intellectual property rights.

5. Storage period

We store User's personal data for as long as the User is using our Services or for as long as we have another purpose to do so and, thereafter, for no longer than is required or permitted by law or necessary for internal reporting and reconciliation purposes.

6. Legitimate grounds for processing



We process personal data to pursue our legitimate interest to run, maintain and develop our business. Furthermore, we process personal data to comply with our legal obligations.

7. Security

We implement and maintain reasonable and appropriate technical and organizational security measures to protect the personal data we process, from unauthorized access, alteration, disclosure, loss or destruction.

MiC uses Personify MemberClicks which is an all-in-one membership management software to manage all facets of our community. Personify MemberClicks handles our website, community database, dues automation, email marketing, etc. A full suite of services by MemberClicks can be found [here](#).

In addition, MiC use a third-party processor, PayScape, to perform all financial transactions on our site. PayScape's privacy notice can be found [here](#). MiC does not process any financial transactions internally.

As it relates to the personally identifiable information provided and stored within our MemberClicks platform, only authorized employees who need access to the information to perform a specific job (for example, IT, billing, recruiting, or customer service) are granted access to your personally identifiable information.

Should despite of our security measures, a security breach occurs, we will inform the relevant Users and other affected parties, as well as relevant authorities when required by applicable law, about the security breach, as soon as reasonably possible.

8. Recipients

We only share personal data within our organization if and as far as necessary for the purposes specified in this Privacy Notice. Our staff members processing personal data are bound to confidentiality.

We do not share personal data with any third party outside of our organization unless one of the following circumstances applies.

- a. **Necessary for the purposes.** We may share personal data with third parties to the extent our Services foresee such disclosure and Users submit their personal data for that purpose, such as through an address book to create connections and facilitate our Services. We may furthermore share personal data with our affiliated companies and other service providers that support us in the realization of the purposes specified in this Privacy Notice, such as by performing data hosting, billing and/or



customer services. Our agreements with these service providers foresee privacy and security commitments from these service providers that are no less protective than our own commitments described in this Privacy Notice. If our Users provide personal data directly to a third party, such as through a link on our website, the processing is typically based on such third party's notice.

- b. **For legal reasons.** We may share personal data with third parties if we have good-faith belief that their access to and use of the personal data is necessary (i) to meet any applicable law and/or court order, (ii) to detect, prevent or otherwise address fraud, security or technical issues, and/or (iii) to protect the interests, properties or safety of us, our Users or the public, in accordance with the law. We will notify Users about such disclosure, as far as reasonably possible.
- c. **Upon User's consent.** We may share personal data with third parties for other reasons than the ones mentioned above, if we obtained User's explicit consent to do so. The User has the right to withdraw this consent at any time.

9. Changes

This Privacy Notice is dated July 2022. We may update this Privacy Notice at any time if required in order to reflect changes in our data processing practices, in personal data protection laws or otherwise. For substantial changes to this Privacy Notice, we will use reasonable endeavors to provide notice thereof. The current version can be found on our website.

12. Contact

Any User having any question or request on this Privacy Notice or our privacy practices, can contact us

By email at membership@minoritiesincybersecurity.org or

By mail at:

Minorities in Cybersecurity, Inc.

3540 E. Broad Street

Suite 120-105

Mansfield, TX 76063