This Privacy Policy describes how Black Female Project, Inc. (“BlackFemaleProject”, “we”, “us” “our”) describes how we collect, use and disclose information when you visit our website (https://www.blackfemaleproject.org) (the “Website”) or otherwise engage with us. If we make changes to this Privacy Policy, we will update the last revised date, post the updated version on our Website and take any other steps necessary to comply with applicable law.

PLEASE READ THIS PRIVACY POLICY CAREFULLY. BY USING OR ACCESSING OUR WEBSITE OR BY OTHERWISE ENGAGING WITH US, YOU AGREE TO THE USE OF YOUR INFORMATION IT DESCRIBES AND TO THE OTHER TERMS OF THIS PRIVACY POLICY. IF YOU DO NOT AGREE TO THE TERMS OF THIS PRIVACY POLICY, PLEASE DO NOT USE OR ACCESS OUR WEBSITE OR OTHERWISE ENGAGE WITH US.

1. COLLECTION AND USE OF INFORMATION

When you access our Website or otherwise engage with us, we may ask you to provide us with the following details or information about you when you:

- **Make a donation**: When you make a financial donation, we collect your name, email address, telephone number, address, payment information and any information voluntarily provided such as the industry that you work in and tribute information if you are donating as a gift in honor or memory of a loved one or friend. We use this information to process and communicate with you regarding your donation.

- **Complete a survey or interview for one of our projects**: When you complete a survey or interview for one of our projects, we collect your name, email address, phone number, race or ethnicity, gender, occupation, location, personal experiences and opinions about various topics such as racism and sexism. We use this information to pursue our mission, including to better understand, research and document how structural racism and sexism play out in the workplace. Other than your name and email address, which with your consent, we may use to contact you about other surveys, interviews or research projects, we only use information collected through surveys and interviews in anonymized and aggregated form.

- **Sign up or attend an event**: When you sign up for or attend an event, we collect your name, email address, phone number, occupation/industry sector, age category, reason or motivation for attending and any information voluntarily provided. We use this information to contact you about the event and to analyze and generally report on trends regarding individuals that register and attend our events (age, industry/occupation, employment status, location).

- **Subscribe to our newsletter**: When you subscribe to our newsletter, we collect your name and email address. We use this information to deliver the newsletter to you.
• **Contact us:** When you contact us, including via the contact form on our Website, we collect any information that you choose to include in that communication, which may include your name, email address, telephone number, location and how you heard about us. We use this information to communicate with you and for future communications, including to send you our newsletter.

• **Attend a festival:** When you attend a festival and interact with us, we collect your name and email address to communicate further with you, including to send you our newsletter. We also collect your gender, age and information you voluntarily provide to improve our marketing efforts and analyze trends regarding individuals interested in our resources.

Our Website, like most websites, uses third party tools, including cookies and other tracking technologies ("Tracking Technologies"), including Google Analytics, to administer and enhance our Website’s performance, enhance user experience, analyze trends and better understand your engagement. The information we collect includes:

- Unique device identifier
- Device type, such as your phone, computer or tablet
- IP address
- Browser type
- Log data, operating system and device and time stamps

We may also obtain information about you from outside sources, such as from partner organizations, third party vendors who collect information on our behalf and third party communications or social media platforms. We use this information to pursue our mission or as otherwise authorized by you. Any information that we receive from outside sources will be treated in accordance with this Privacy Policy. We are not responsible or liable for the accuracy of the information provided to us by third parties and are not responsible for their policies or practices.

In addition to the foregoing, we may use all of the above information to comply with any applicable legal obligations, to improve our Website or our services, to enforce any applicable terms of service, and to protect or defend our Website, our rights, the rights of our donors or others.

2. **HOW WE SHARE YOUR INFORMATION**

We may share information about you with third parties in the following circumstances:

- With vendors and service providers, including data analytics vendors, cloud storage providers, survey companies, event and ticketing providers, payment processors and companies that collect and analyze information for our research projects
- With our partner organizations, including other non-profit organizations with similar mission statements, event collaborators, research partners, sponsors and workshop facilitators
- To comply with applicable law or any obligations thereunder, including cooperation with law enforcement, judicial orders, and regulatory inquiries
- In connection with an asset sale, merger, bankruptcy, or other business transaction
- To enforce any applicable terms of service
- To ensure the safety and security of BlackFemaleProject, our donors or others
- With professional advisors, such as auditors, law firms, or accounting firms
You acknowledge that such sharing of information may occur in all of the aforementioned circumstances and is permitted by and subject to this Privacy Policy.

3. COOKIES AND OTHER TRACKING TECHNOLOGIES

You may control the way in which your devices permit the use of Tracking Technologies. If you so choose, you may block or delete our cookies from your browser; however, blocking or deleting cookies may cause some of Website to work incorrectly. Most browsers accept cookies automatically. However, you may be able to configure your browser settings to use our Website without some cookie functionality. You can delete cookies manually or set your browser to automatically delete cookies on a pre-determined schedule.

As described above, we use Google Analytics on our Website. For more information on how Google Analytics collects and processes information, please see “How Google uses data when you use our partners’ sites or apps”. To opt out of tracking by Google Analytics, click here.

If you have questions regarding the specific information about you that we process or retain through Tracking Technologies, please contact us using the information listed below.

4. THIRD PARTY WEBSITES AND LINKS

Our Website may contain links to other websites and online platforms operated by third parties, for example if you use links on our Website to engage with us on social media or to “share” our content on social media platforms. We do not control such other websites or online platforms and are not responsible for their content, their privacy policies, or their use of your information. Information you provide on public or semi-public venues, including information you share on third-party social networking platforms (such as Facebook or Twitter) may also be viewable by other users of our Website and/or users of those third-party online platforms without limitation as to its use by us or by a third party. Our inclusion of such links does not, by itself, imply any endorsement of the content on such platforms or of their owners or operators except as disclosed on our Website. We expressly disclaim any and all liability for the actions of third parties, including but without limitation to actions relating to the use and/or disclosure of personal information by third parties. Any information submitted by you directly to these third parties is subject to that third party’s privacy policy.

5. DATA SECURITY

Please note that any information you send to us electronically, while using our Website or otherwise interacting with us, may not be secure when it is transmitted to us. We recommend that you do not use unsecure channels to communicate sensitive or confidential information to us. Please be aware though that, despite our best efforts, no security measures are perfect or impenetrable, and we cannot guarantee “perfect security.” Any information you send us through any means is transmitted at your own risk.

6. INTERNATIONAL USERS

The Website is designed for users in the United States only and is not intended for individuals located outside the United States.

7. HOW TO CONTACT US

Should you have any questions about our privacy practices or this Privacy Policy, please email us at info@blackfemaleproject.org or contact us through another method noted here.