

PRIVACY POLICY

Thank you for choosing to be part of our community at www.legalnurseconsultantdebruyn.com (“company”, “we”, “us”, or “our”). We are committed to protecting your personal information and your right to privacy. If you have any questions or concerns about our policy or our practices concerning your personal information, please contact us at betty@yournurseobserver.com

When you visit our website, www.legalnurseconsultantdebruyn.com, and use our services, you trust us with your personal information. We take your privacy very seriously. In this privacy notice, we describe our privacy policy. We seek to explain to you in the most transparent way possible what information we collect, how we use it, and what rights you have in relation to it. We hope you read through it carefully, as it is essential. If there are any terms in this privacy policy that you disagree with, please discontinue the use of our Sites and our services.

This privacy policy applies to all information collected through our website and/or any related services, sales, marketing, or events (we refer to them collectively in this privacy policy as the “**Sites**”).

Please read this privacy policy carefully. It will help you make informed decisions about sharing your personal information with us.

1. **OUR COMPANY’S COMMITMENT TO DATA SECURITY**

We implement various security measures to help protect your personal information. Our company has various internal control standards that relate specifically to handling personal information.

These include specific controls to help safeguard the information we collect online. Our employees are trained to understand and comply with these controls, and we communicate our Privacy Policy, practices, and guidelines to our employees.

However, while we strive to protect your personal information, you must also take steps to protect your information. We urge you to take every precaution to protect your personal information online.

Services and websites we sponsor have security measures to protect the loss, misuse, and alteration of the information under our control. While we make every effort to ensure the integrity and security of our network and systems, we cannot guarantee that our security measures will prevent third-party “hackers” from illegally obtaining this information.

2. **WHAT INFORMATION DO WE COLLECT?**

Information automatically collected

Some information – such as IP address and/or browser and device characteristics – is collected automatically when you visit our Sites.

We automatically collect certain information when you visit, use, or navigate the Sites. This information does not reveal your specific identity (like your name or contact information) but may include device and usage information, such as your IP address, browser and device characteristics, operating system, language preferences, referring URLs, device name, country, location, information about how and when you use our Sites and other technical details. This information is primarily needed to maintain the security and operation of our Sites and for our internal analytics and reporting purposes.

Like many businesses, we also collect information through cookies and similar technologies.

Information collected from other sources

We may collect limited data from public databases, marketing partners, social media platforms, and other outside sources.

We may obtain information about you from other sources, such as public databases, joint marketing partners, social media platforms (such as Facebook), and other third parties. Examples of the information we receive from other sources include social media profile information (your name, gender, birthday, email, current city, state, and country, user identification numbers for your contacts, profile picture URL, and any other information that you choose to

make public); marketing leads and search results and links, including paid listings (such as sponsored links).

3. **HOW IS YOUR INFORMATION GOING TO BE USED?**

We process your information based on legitimate business interests, the fulfillment of our contract with you, compliance with our legal obligations, and/or your consent.

We use personal information collected via our Sites for various business purposes, as described below. We process your data for these purposes in reliance on our legitimate business interests (“Business Purposes”) to enter into or perform a contract with you (“Contractual”), with your consent (“Consent”), and/or for compliance with our legal obligations (“Legal Reasons”). We indicate the specific processing grounds we rely on next to each purpose listed below.

We use the information we collect or receive:

- **To facilitate account creation and logon process** with your consent. Suppose you link your account with us to a third-party account *(such as your Google or Facebook account). In that case, we will use the information you allowed us to collect from those third parties to facilitate the account creation and login process. See the section below, “HOW DO WE HANDLE YOUR SOCIAL LOGINS,” for further information.
- **To send you marketing and promotional communications** for Business Purposes and/or with your Consent. We and/or our third-party marketing partners may use the personal information you send us for our marketing purposes if this is following your marketing preferences. You can opt out of our marketing emails anytime (see the “WHAT ARE YOUR PRIVACY RIGHTS” below).
- **Deliver targeted advertising** for our Business Purposes and/or with your consent. We may use your information to develop and display content and advertising (and work with third parties who do so) tailored to your interests and/or location and to measure its effectiveness.
- **To enforce our terms, conditions, and policies** for Business Purposes.
- **Respond to legal requests and prevent harm** for legal reasons. If we receive a subpoena or other legal request, we may need to inspect the data we hold to determine how to respond.

- **For other Business Purposes.** We may use your information for other Business Purposes, such as data analysis, identifying usage trends, determining the effectiveness of our promotional campaigns, and evaluating and improving our Sites, products, services, marketing, and your experience.

4. **WILL YOUR INFORMATION BE SHARED WITH ANYONE?**

We only share information with your consent to comply with laws, protect your rights, or fulfill business obligations.

We only share and disclose your information in the following situations:

- **Compliance with Laws.** We may disclose your information where we are legally required to do so to comply with applicable law, governmental requests, a judicial proceeding, court order, or legal process, such as in response to a court order or a subpoena (including in response to public authorities to meet national security or law enforcement requirements).
- **Vital Interests and Legal Rights.** We may disclose your information where we believe it is necessary to investigate, prevent, or take action regarding potential violations of our policies, suspected fraud, situations involving potential threats to the safety of any person and illegal activities, or as evidence in litigation in which we are involved.
- **Business Transfers.** We may share or transfer your information in connection with or during negotiations of, any merger, sale of company assets, financing, or acquisition of all or a portion of our business to another company.
- **With your Consent.** We may disclose your personal information for any other purpose with your consent.

5. **DO YOU USE COOKIES AND OTHER TRACKING TECHNOLOGIES?**

We may use cookies and other tracking technologies to collect and store your information.

We may use cookies and similar tracking technologies (such as web beacons and pixels) to access or store information. Our Cookie Policy explains how we use such technologies and how you can refuse certain cookies.

6. **HOW DO WE HANDLE YOUR SOCIAL LOGINS?**

If you choose to register or log in to our websites using a social media account, we may have access to certain information about you.

Our Sites allow you to register and log in using your third-party social media account details (like your Facebook or Twitter logins). If you choose to do this, we will receive certain profile information about you from your social media provider. The profile information we receive may vary depending on the provider, but it will often include your name, email address, friends list, profile picture, and other information you choose to make public.

We will use the information we receive only for the purposes described in this privacy policy or that are otherwise made clear to you on the Sites. Please note that we do not control and are not responsible for other uses of your personal information by your third-party social media provider. We recommend that you review their privacy policy to understand how they collect, use, and share your personal information and how you can set your privacy preferences on their sites and apps.

7. HOW LONG DO WE KEEP YOUR INFORMATION?

Unless otherwise required by law, we keep your information for as long as necessary to fulfill the purposes outlined in this privacy policy.

We will only keep your personal information for as long as it is necessary for the purposes set out in this privacy policy unless a longer retention period is required or permitted by law (such as tax, accounting, or other legal requirements). No purpose in this policy will require us to keep your personal information for longer than the period users have an account with us.

When we have no ongoing legitimate business need to process your personal information, we will either delete or anonymize it, or, if this is not possible (for example, because your data has been stored in backup archives), then we will securely store your personal information and isolate it from any further processing until deletion is possible.

8. HOW DO WE KEEP YOUR INFORMATION SAFE?

We aim to protect your personal information through organizational and technical security measures.

We have implemented appropriate technical and organizational security measures designed to protect the security of any personal information we process. However, please remember that we cannot guarantee the internet is 100% secure. Although we will do our best to protect your personal information, transmission of personal information to and from our Sites is at your own risk. You should only access the services within a secure environment.

9. DO WE COLLECT INFORMATION FROM MINORS?

We do not knowingly collect data from or market to children under 18.

We do not knowingly solicit data from or market to children under 18 years of age. By using the Sites, you represent that you are at least 18 or the parent or guardian of such a minor and consent to such minor dependent's use of the Sites. If we learn that personal information from users less than 18 years of age has been collected, we will deactivate the account and take reasonable measures to delete such data from our records promptly. If you become aware of any data we have collected from children under 18, please contact us at bettie@yournurseobserver.com.

10. WHAT ARE YOUR PRIVACY RIGHTS?

You may review, change, or terminate your account at any time.

Suppose you are a resident of the European Economic Area, and you believe we are unlawfully processing your personal information. In that case, you also have the right to complain to your local data protection supervisory authority. You can find their contact details here: http://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm

Account Information

If you would like to review or change the information in your account or terminate your account, you can contact us using the contact information provided.

Upon your request to terminate your account, we will deactivate or delete your account and information from our active databases. However, some information may be retained in our files to prevent fraud, troubleshoot problems, assist with investigations, enforce our Terms of Use, and/or comply with legal requirements.

Cookies and similar technologies: Most Web browsers are set to accept cookies by default. If you prefer, you can usually set your browser to remove cookies and reject cookies. If you choose to remove cookies or reject cookies, this could affect certain features or services of our Site.

How do I stop receiving emails from you in the future?

You can unsubscribe from our marketing email list at any time by clicking on the unsubscribe link in our emails or by contacting us using the details provided below. You will then be removed from the marketing email list – however, we will still need to send you service-related emails necessary for the administration and use of your account. To opt-out, you may contact us using the contact information provided.

11. DO CALIFORNIA RESIDENTS HAVE SPECIFIC PRIVACY RIGHTS?

Yes, if you are a resident of California, you are granted specific rights regarding access to your personal information.

California Civil Code Section 1798.83, also known as the “Shine The Light” law, permits our users who are California residents to request and obtain from us, once a year and free of charge, information about categories of personal information (if any) we disclosed to third parties for direct marketing purposes and the names and addresses of all third parties with which we shared personal information in the immediately preceding calendar year. If you are a California resident and would like to make such a request, please submit your request in writing via the email below.

If you are under 18 years of age, reside in California, and have a registered account with the Sites, you have the right to request the removal of unwanted data that you publicly post on the Sites. To request removal of such data, please contact us using the contact information provided below, and include the email address associated with your account and a statement that you reside in California. We will ensure the data is not publicly displayed on the Sites, but please be aware that the data may not be completely or comprehensively removed from our systems.

12. DO WE MAKE UPDATES TO THIS POLICY?

Yes, we will update this policy to stay compliant with relevant laws.

We may update this privacy policy from time to time. The updated version will be indicated by an updated “Revised” date, and the updated version will be effective as soon as it is accessible. If we make material changes to this privacy policy, we may notify you by prominently posting a notice of such changes or by directly sending you a notification. We encourage you to review this privacy policy frequently to be informed of how we are protecting your information.

13. HOW CAN YOU CONTACT US ABOUT THIS POLICY?

If you have questions or comments about this policy, you may email us at Bettie@yournurseobserver.com

14. HOW CAN YOU REVIEW, UPDATE, OR DELETE THE DATA WE COLLECT FROM YOU?

Based on the laws of some countries, you may have the right to request access to the personal information we collect from you, change that information, or delete it in some circumstances. Please email us directly to request to review, update, or delete your personal information. We will respond to your request within 30 days.