

Women in Data Science and Analytics, Inc. Privacy Policy

GDPR Privacy Notice

Last Revised/Reviewed: 01.06.2022

Women in Data Science and Analytics, Inc. ("**Organization**") respects your privacy and is committed to protecting the personal data of individuals located in the European Union ("**EU**") through our compliance with this GDPR Privacy Notice. This Notice includes additional notices regarding Organization's data processing practices and describes your privacy rights under the European Union's General Data Protection Regulations 2016/679 ("**GDPR**"). This Notice, together with the Organization Privacy Policy (collectively referred to as Organization's "**GDPR Privacy Policy**"), explains how we collect information about you online when you visit any Organization websites or services (the "**Services**") and how we will protect, use and share that information for individuals in the EU. Capitalized terms not defined herein are given the meanings provided in the Organization Privacy Policy.

Please read Organization's GDPR Privacy Policy carefully to understand our policies and practices regarding your personal data if you are located in the EU. If you do not agree with the GDPR Privacy Policy, your choice is to not use any of the Organization Services because we will not be able to provide the services to you. By accessing or using the Organization Websites, you agree to the Organization's GDPR Privacy Policy.

IMPORTANT INFORMATION AND WHO WE ARE

Controller. The Organization is the controller and is responsible for the Services. When we mention Organization, "we", "us" or "our" in this GDPR Privacy Policy, we are referring to Women in Data Science and Analytics, Inc. which is the organization responsible for processing your data.

Data Privacy Manager Contact Information. We have appointed a data privacy manager who is responsible for overseeing questions in relation to this GDPR Privacy Policy. If you have any questions about this GDPR Privacy Policy, including any requests to exercise your legal rights, please contact Organization's data privacy manager at the following address: contact@womenindata.org.

Individuals located in the EU have the right to make a complaint at any time to the appropriate EU supervisory authority. We would, however, appreciate the chance to deal with your concerns before you approach the supervisory authority, so please contact us in the first instance.

OUR PURPOSES FOR USING YOUR PERSONAL DATA.

Below we describe all the ways we plan to use your Personal Data, and the legal basis applicable to processing your Personal Data. We may process your Personal Data for more than one lawful ground depending on the specific purposes for which we are using your Personal Data. Please contact us if you need details about the specific legal ground we are relying on to process your Personal Data where more than one ground has been set out in the table below:

Purpose/Activity	Type of Data	Lawful basis for processing (including the basis of legitimate interest if applicable)	Data Retention Period
To register you as a new member	<ul style="list-style-type: none"> ● Identity ● Contact 	Performance of a contract with you	For as long as the Organization has a business need to maintain/use such information.
To process and deliver services including: (1) managing payments, fees and charges; and (2) collecting and recovering money owed to us.	<ul style="list-style-type: none"> ● Identity ● Contact ● Commercial/Transaction ● Marketing and Communications 	(1) Performance of a contract with you. (2) Necessary for our legitimate interests (to recover debts due to us).	For as long as the Organization has a business need to maintain/use such information.
To manage our relationship with you which will include: (1) notifying you about changes to our policies or terms of use; (2) asking you to leave a review or take a survey.	<ul style="list-style-type: none"> ● Identity ● Contact ● Profile ● Usage ● Marketing and Communications 	(1) Performance of a contract with you. (2) Necessary to comply with a legal obligation. (3) Necessary for our legitimate interests (to keep our records updated and to study how users use our services and the Organization Websites.)	For as long as the Organization has a business need to maintain/use such information.
To administer and protect our business and the Services (including troubleshooting, data analysis, testing, system maintenance, support, reporting, and hosting of data).	<ul style="list-style-type: none"> ● Identity ● Contact 	(1) Performance of a contract with you. (2) Necessary for our legitimate interests (to study how users use our services, to develop them, to grow our business and inform our marketing strategy.)	For as long as the Organization has a business need to maintain/use such information.
To deliver relevant content via the Services and advertisements to you and measure or understand the effectiveness of the advertising we serve to you.	<ul style="list-style-type: none"> ● Identity ● Contact ● Profile ● Usage ● Marketing and Communications ● Professional/Employment 	Necessary for our legitimate interests (to study how users use our services, to develop them, to grow our business and to inform our marketing strategy.)	For as long as the Organization has a business need to maintain/use such information.
To use data analytics to improve the Services, products, marketing, and user experiences.	<ul style="list-style-type: none"> ● Technical/Network ● Usage ● Geolocation 	Necessary for our legitimate interests (to define types of users of our services, to keep the Organization Websites and services updated and	For as long as the Organization has a business need to maintain/use such information.

		relevant, to develop our business and inform our marketing strategy.)	
To make suggestions and recommendations to you about goods and services that may be of interest to you.	<ul style="list-style-type: none"> • Identity • Contact • Professional/ Employment 	Necessary for our legitimate interests (to develop our services and grow our business.)	For as long as the Organization has a business need to maintain/use such information.

***Legitimate Interest** means the interest of Organization’s business activities in conducting and managing our organization to give you the best service/products and the most secure experience. We make sure we consider and balance any potential impact on you, both positive and negative, and your rights before we process your Personal Data for our legitimate interests. We do not use your Personal Data for activities where our interests are overridden by the impact on you, unless we have your consent or are otherwise required or permitted by law. You can obtain further information about how we assess our legitimate interests against any potential impact on you in respect of specific activities by contacting the Data Privacy Manager at the address provided above.

YOUR LEGAL RIGHTS UNDER THE GDPR

Under certain circumstances, you have rights under data protection laws regarding your Personal Data. Each of the rights is summarized below.

- **Request Access to Your Personal Data.** You have the right to be informed of the Personal Data we hold about you and why and how we have it. You may also request certain information regarding Organization’s disclosure of Personal Data to third parties for their direct marketing purposes.
- **Request Correction of Your Personal Data.** You have the right to request corrections to inaccurate or incomplete Personal Data although we will need to verify the accuracy of the new data you provide to us. We may not be able to accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.
- **Request Erasure of Your Personal Data.** You have the right to have your Personal Data erased if there is no good reason for us to continue to process it. You also have the right to ask us to delete/erase your Personal Data where you have successfully exercised your right to object to its processing (see below), where we may have processed your information unlawfully or where we are required to erase your Personal Data to comply with local law. Note, however, that we may not always be able to comply with your request of erasure for specific legal reasons which will be provided to you, if applicable, when evaluating your request. By requesting that we delete your Personal Data, we may keep anonymized or de-identified statistical data that is not connected to your identity.
- **Object to Processing of Your Personal Data.** You have the right to object to the processing of your Personal Data where we have justified the data processing on the basis of our legitimate interests and there is something about your particular situation which makes you feel the

processing impacts your fundamental rights and freedoms. You also have the right to object where we are processing your Personal Data for direct marketing purposes.

- **Request Restriction of Processing Your Personal Data.** You have the right to restrict the processing of your Personal Data if: the accuracy of the data is being contested for as long as it takes to verify that accuracy; the processing is unlawful and you request restriction of processing (rather than erasure of the data); we no longer need the data for its original purpose but you would like us to hold the data because you need it to establish, exercise, or defend legal rights; or, you have objected to our use of your Personal Data but we need to verify whether we have overriding legitimate interests to use it.
- **Request Transfer of Your Personal Data.** You have the right to request the transfer of your Personal Data to you or a third party. We will provide you, or a third party you designate, your Personal Data in a structured, commonly used, machine-readable format. This right only applies to automated information which you initially provided consent for us to use or where we used the information to perform a contract with you.
- **Right to Withdraw Consent.** You have the right to withdraw your consent to the processing of your Personal Data where we are relying on consent to process it. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain services to you. We will advise you if this is the case when reviewing your request to withdraw your consent.

If you wish to exercise any of the rights set out above, please contact the Data Privacy Manager at the address provided above. You will not have to pay a fee to access your Personal Data or to exercise any of the other rights. However, we may charge a reasonable fee if your request is clearly unfounded, repetitive, or excessive. Alternatively, we may refuse to comply with your request in such circumstances. Also, the exercise of some rights will prevent our ability to provide services to you, and if this is the case, we will explain this to you when you submit your request to us.

We may need to request specific information from you to help us confirm your identity and ensure your right to access your Personal Data or to exercise any of your other rights. This is a security measure to ensure that Personal Data is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response.

We try to respond to all legitimate requests within one month after the request is received. Occasionally it may take us longer than a month if your request is particularly complex or you have submitted several requests. In this case, we will notify you and keep you updated.