



1714 Franklin Street, Suite 100-321, Oakland, CA 94612

Flourish Agenda Privacy Policy

Last modified: October 22, 2021

Introduction

Flourish Agenda (“**Company**” or “**We**”) respect your privacy and are committed to protecting it through our compliance with this policy.

This policy describes the types of information we may collect from you or that you may provide when you visit the <https://flourishagenda.com> website and use the content, functionality, products and services offered on or through <https://flourishagenda.com> (collectively the “**Service**”), and our practices for collecting, using, maintaining, protecting, and disclosing that information.

This policy applies to information we collect:

- On this Service.
- In email, text, and other electronic messages between you and this Service.
- When you interact with our advertising on third-party websites and services.
- Via social media and interactive services, such as Facebook and Zoom.

It does not apply to information collected by:

- Us offline or through any other means, including on any other Service operated by Company or any third party (including our affiliates and subsidiaries); or
- Any third party, including through any application or content (including advertising) that may link to or be accessible from or on the Service.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is not to use our Service. By accessing or using this Service, you agree to this privacy policy. This policy may change from time to time (see [Changes to Our Privacy Policy](#)). Your continued use of this Service after we make changes is deemed to be acceptance of those changes, so please check the policy periodically for updates.

Children Under the Age of 13

Our Website is not intended for children under 13 years of age. No one under age 13 may provide any information to the Website. We do not knowingly collect personal information from children under 13. If you are under 13, you may not use or provide any information to this Website. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information. If you believe we might have any information from or about a child under 13, please contact us at support@flourishagenda.com.

Information We Collect About You and How We Collect It

We collect several types of information from and about users of our Service, including information:

- By which you may be personally identified, such as name, postal address, e-mail address, and telephone number (“**personal information**”);

Together we flourish.

- That is about you but individually does not identify you, such as demographic information (including age, racial/ethnic identity, marital status, political and religious views) – which we may associate with personal information about you; and/or
- About your internet connection, the equipment you use to access our Service, and usage details.

We collect this information:

- Directly from you when you provide it to us.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses, and information collected through cookies, web beacons, and other tracking technologies.
- From third parties. For example, we may engage third parties like SurveyMonkey to conduct user surveys, in which case they provide us with the results (such surveys are optional); we may collect information from social media, for example in relation to your participation in our private Facebook group; and we may exchange mailing lists with selected third-party organizations, for direct marketing purposes.

Information We Collect About You and How We Collect It

The information we collect on or through our Service may include:

- Information that you provide by filling in forms on our Service, or by otherwise providing information to us via email or in paper form – for example in connection with signing up for products or services that we offer. This includes information provided at the time of registering to use our Service, subscribing to or ordering products or services (including training courses and other activities), and posting material to the service. Information that you may provide can include contact or emergency contact information, preferred clothing size, health and allergy information (for events and/or our camp program), survey responses (if you choose to participate), and other information. We may also ask you for information when you enter a contest or promotion sponsored by us, and when you report a problem or concern with our Service.
- Information that your employer provides to us, such as your contact information, if your employer orders products or services (including education or training services) on your behalf.
- Records and copies of your correspondence (including email addresses), if you contact us.
- Details of transactions you carry out through our Service and of the fulfillment of your orders. You may be required to provide financial information before placing an order through our Service.

You also may provide information to be published or displayed (hereinafter, “**posted**”) on public areas of the Service or transmitted to other users of the Service or third parties (collectively, “**User Contributions**”). Your User Contributions are posted on and transmitted to others at your own risk. Although we may limit access to certain content on the Service, please be aware that no security measures are perfect or impenetrable. Additionally, we cannot control the actions of other users of the Service with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorized persons.

Information We Collect Through Automatic Data Collection Technologies

As you navigate through and interact with our Service, we and our third-party service providers may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Service, including traffic data, location data, pages visited, referring URL, logs, and other communication data and the resources that you access and use on the Service.
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

We and our third-party service providers also may use these technologies to collect information about your online activities over time and across third-party Services or other online services (behavioral tracking). For information about how you can opt out of receiving targeted advertising from many providers, see [Choices About How We Use and Disclose Your Information](#).

The information we collect automatically may include personal information or we may maintain it or associate it with personal information we collect in other ways or receive from third parties. It helps us to improve our Service and to deliver a better and more personalized service, including by enabling us to:

- Estimate our audience size and usage patterns.
- Store information about your preferences, allowing us to customize our Service according to your individual interests.
- Recognize you when you return to our Service.

The technologies we use for this automatic data collection may include:

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting, you may be unable to access certain parts of our Service. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Service.
- **Web Beacons.** Pages of our Service and our e-mails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related Service statistics (for example, recording the popularity of certain Service content and verifying system and server integrity).

Third-Party Use of Cookies and Other Tracking Technologies

Some content or applications, including advertisements, on the Service are served by third parties, including advertisers, ad networks and servers, content providers, and application providers. These third parties may use cookies, alone or in conjunction with web beacons or other tracking technologies, to collect information about you when you use our Service. The information they collect may be associated with your personal information or they may collect information, including personal information, about your online activities over time and across different Services and other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

One of our service providers is Google Analytics. To learn more about how Google Analytics collects and uses your data when you use the Service, and how you can control the information sent to Google Analytics, please review <https://www.google.com/policies/privacy/partners>. We use log files and analytics to improve and administer our site, to analyze trends, and to gather information about our user base.

Another of our service providers, Facebook, may use cookies, web beacons, and other storage technologies to collect or receive information from our Service and elsewhere on the Internet and use that information to provide measurement services and target ads.

We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly. For information about how you can opt out of receiving targeted advertising from many providers, see [Choices About How We Use and Disclose Your Information](#).

How We Respond to “Do Not Track” Browser Signals

At this time, our Service does not respond to “Do Not Track” browser signals.

How We Use Your Information

We use information that we collect from and about you, including any personal information:

- To present our Service and its contents to you.
- To provide you with information, products, or services that you request from us.

- To fulfill any other purpose for which you provide it.
- To provide you with notices about your account, and any courses or other purchases you may have made, including expiration and renewal notices.
- To carry out our obligations and enforce our rights arising from any contracts entered into between you and us, including for billing and collection.
- To notify you about changes to our Service or any products or services we offer or provide through it.
- To allow you to participate in interactive features on our Service.
- In any other way we may describe when you provide the information.
- For any other purpose with your consent.

We may also use your information to contact you about our own and third-parties' goods and services that may be of interest to you. If you do not want us to use your information in this way, please see [Choices About How We Use and Disclose Your Information](#).

We may use the information we have collected from and about you to enable us to display targeted advertising on our own platform or on third-party platforms (such as social media), and to direct advertisements to our advertisers' target audiences. Even though we do not disclose your personal information for these purposes without your consent, if you click on or otherwise interact with an advertisement, the advertiser may assume that you meet its target criteria.

Disclosure of Your Information

We may disclose aggregated information about our users, and information that does not identify any individual, without restriction.

We may disclose personal information that we collect or that you provide as described in this privacy policy:

- To our subsidiaries and affiliates.
- To contractors, service providers, and other third parties we use to support our business and who are bound by contractual obligations to keep personal information confidential and use it only for the purposes for which we disclose it to them.
- To your employer, if they have purchased products or services for you.
- To organizations that provide grants, including government agency funders, as required by any applicable agreement.
- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of Flourish Agenda's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by Flourish Agenda about our Service users is among the assets transferred.
- To third parties to market their products or services to you, as part of a mailing list exchange with other organizations, if you have not opted out of these disclosures. For more information, see [Choices About How We Use and Disclose Your Information](#).
- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request.
- To enforce or apply our terms of use, <https://flourishagenda.com/privacy-and-terms-of-use-policies/>, and other agreements, including for billing and collection purposes.

- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Flourish Agenda, our customers, or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

Choices About How We Use and Disclose Your Information

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. If you disable or refuse cookies, please note that some parts of this site may then be inaccessible or not function properly.
- **Disclosure of Your Information for Third-Party Advertising.** If you do not want us to share your personal information with unaffiliated or non-agent third parties for promotional purposes, you can opt-out by checking the relevant box located on the form on which we collect your data (the contact form or request for additional information forms). You can also opt-out by sending us an email with your request to support@flourishageda.com.
- **Promotional Offers from the Company.** If you do not wish to have your email address used by the Company to promote our own or third parties' products or services, you can opt-out by checking the relevant box located on the form on which we collect your data (the contact form or request for additional information forms), or at any other time by sending us an email with your request to support@flourishageda.com. If we have sent you a promotional email, you may send us a return email asking to be omitted from future email distributions. This opt out does not apply to information provided to the Company as a result of a product or service purchase, product service experience, or other transaction.

We do not control third parties' collection or use of your information to serve interest-based advertising. However these third parties may provide you with ways to choose not to have your information collected or used in this way. You can opt out of receiving targeted ads from members of the Network Advertising Initiative at <https://optout.networkadvertising.org>, and from members of the Digital Advertising Alliance at <https://youradchoices.com>.

California residents may have additional personal information rights and choices. Please see [Your California Privacy Rights](#) for more information.

Accessing and Correcting Your Information

If you are a registered user, you can review and change your profile photo, name, email address and password by logging into your personal information by logging into the Service and visiting your account profile page. You may also send us an email at support@flourishagenda.com to request access to, correct or delete any personal information that you have provided to us. We cannot delete your personal information except by also deleting your user account. We may not 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.

If you delete your User Contributions from the Service, copies of your User Contributions may remain viewable in cached and archived pages or might have been copied or stored by other Service users. Proper access and use of information provided on the Service, including User Contributions, is governed by our terms of use <https://flourishagenda.com/terms-of-use/>.

California residents may have additional personal information rights and choices. Please see [Your California Privacy Rights](#) for more information.

Your California Privacy Rights

California's "Shine the Light" law (Civil Code Section § 1798.83) permits users of our Service that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an email to support@flourishagenda.com, or write us at:

Flourish Agenda, 1714 Franklin Street #100-321, Oakland, CA 94612, and include “Request for California Privacy Information” in the subject line.

Data Security

We have implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. Information you provide to us is stored on secure servers behind firewalls. Payment transactions and personally-identifiable information will be encrypted using SSL technology.

The safety and security of your information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Service, you are responsible for keeping this password confidential. We ask you not to share your password with anyone.

Unfortunately, the transmission of information via the internet is not completely secure. Although we do our best to protect your personal information, we cannot guarantee the security of your personal information transmitted to our Service. Any transmission of personal information is at your own risk. We are not responsible for circumvention of any privacy settings or security measures contained on the Service.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy on this page (<https://flourishagenda.com/privacy-policy>,). If we make material changes to how we treat our users' personal information, we will provide notice, for example via the Service or other means such as email, when we do so.. The date the privacy policy was last revised is identified at the top of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Service and this privacy policy to check for any changes.

Contact Information

To ask questions or comment about this privacy policy or our privacy practices, contact us at: info@flourishagenda.com or <https://flourishagenda.com/contact-us>.