

# Privacy Policy version 14/10/2020

*The long story short is that we respect your privacy. We don't use your data to send you spam, we don't sell it to others and we don't track your behavior in or across our websites.*

## 1. What we do with your data

- 1.1. When you register for a paid class or workshop, we ask for your email address, name, address, payment information and (if relevant) information about your company. We use this data to inform you about the course you registered for and to send you an invoice. Before and after the course, we send you one or two emails to inform you about your upcoming course, or one or two emails with additional materials afterwards;
- 1.2. When you sign up for one of our meetups on Meetup.org, we ask you for your email address so that we can send you information about the benefits that you receive in return for your patronage;
- 1.3. When you support us through Patreon.com, we ask you for your email address so that we can send you information about the benefits that you receive in return for your patronage;
- 1.4. When you order in on our webshop at shop.theliberators.com, we ask for your email address, payment information and address so that we can fulfill our order;
- 1.5. When you enter in one of our surveys, we ask for your email address. We use this information to send your profile after completion and to inform you when people have participated in your survey;
- 1.6. When you sign up for one of our newsletters, we ask for your email address. We use this information to send you a personalized newsletter. When you unsubscribe from said newsletter, your personal data is removed;
- 1.7. If you email us, or send us messages through other platforms, we may keep a history of these messages for the purpose of keeping track of conversations;
- 1.8. When you participate in one of our official Scrum.org-classes (like the PSM or PSMII), we upload your name and email address to their platform for access to your certification assessment. You receive a login by email from Scrum.org to manage your data there;
- 1.9. We don't send you marketing emails unless you specifically opt-in to receive them;
- 1.10. We don't sell your personal data or trade it with others for commercial purposes;
- 1.11. Other than the above, we don't use your personal data for purposes other than what you provided them for;
- 1.12. As much as we'd like, we have no control over how third-party platforms treat your privacy (e.g. Patreon, EventBrite, Scrum.org, Shopify and Meetup). So please check their privacy policies if you'd like to know more;

## 2. How we store your data

- 2.1. We store personal information (like e-mail addresses or your name) with row-level salts and strong AES-based encryption. This data is stored on secure servers that are only accessible with logins, wherever possible augmented with 2-Factor authentication. Data stored in third-party platforms (e.g. MailChimp, Scrum.org, EventBrite or Meetup) is stored per that platform's security protocols;
- 2.2. If we determine that your personal data has been compromised by unauthorized third-parties, we will inform the authorities within 72 hours of discovery;

## 3. Cookies

We don't use analytical cookies to track your behavior in a website, or across websites.

## 4. Changes

We reserve the right to change this privacy policy as circumstances change, our services are updated or when it is required to do so by law.

## 5. Questions?

If you have a question about this policy, please send an email to us at [info@theliberators.com](mailto:info@theliberators.com). We gladly remove your personal data and/or share what we know about you;

This is the privacy policy of:

**The Liberators BV**  
**Parelmoervlinder 8**  
**3544 DH Utrecht**