

Privacy Policy version 20/03/2024

The long story short is that we respect your privacy. We don't use your data to send you spam, sell it to others, or track your behavior on 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 afterward;
- 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 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 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;
- 1.6. If you email us or send us messages through other platforms, we may keep a history of these messages to keep track of conversations;
- 1.7. 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;
- 1.8. We won't send you marketing emails unless you specifically opt-in to receive them;
- 1.9. We don't sell your personal data or trade it with others for commercial purposes;
- 1.10. Other than the above, we don't use your personal data for purposes other than what you provided them for;
- 1.11. 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 accessible only 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 unauthorized third parties have compromised your personal data, we will inform the authorities within 72 hours of discovery;

3. How we minimize the personal data we store

- 3.1. We purge personal data for orders placed through our webshop (Shopify) after 1 year and 7 days.
- 3.2. We purge invoices for orders and event tickets after 1 year from our invoicing platform (Harvest).
- 3.3. We need to retain invoices in our accounting software for up to 7 years to complex with tax laws. These invoices may contain your name and billing address.

4. Cookies

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

5. 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.

6. Questions?

If you have a question about this policy, please send an email to us at info@theliberators.com.

This is the privacy policy of:

The Liberators BV, Parelmoervlinder 8, 3544 DH Utrecht