



Privacy Policy

Quick Summary - What You're Agreeing To

- We collect only the information you choose to provide (membership, directory, newsletter, uploads) plus limited analytics data.
- We use this information to deliver services, process payments, send updates, maintain community functions, and support safeguarding of our spaces.
- We never sell your data.
- We may share limited information with trusted third-party providers (such as payment processors, email platforms, or analytics tools).
- We may publish your directory information with your written consent.
- You may unsubscribe or request changes to your information at any time.
- Certain data may remain in system backups until routine cleanup.
- We do not collect or store medical records or Protected Health Information (PHI).
- Residents of the EU/UK/Switzerland and other regions may have additional rights under local law.

This summary is for convenience only. Please read the full policy below.

1. Introduction

The Empower Network, Inc. ("The Empower Network," "we," "our," or "us") is committed to protecting your privacy and ensuring compliance with applicable laws. This Privacy Policy describes how we collect, use, store, share, and protect your personal information when you interact with our website (www.empower-network.org), membership services, and related platforms.

By accessing our website or services, you consent to the collection and processing of your information in accordance with this Privacy Policy.

2. Information We Collect

We may collect the following categories of personal information:

- Directly Provided Data: Name, email, phone number, payment details (processed through third parties), demographic/business details, and any content you voluntarily provide.

- **Membership & Directory Data:** Information required for membership services, including optional business directory listings. Directory entries are displayed publicly as submitted by you.
- **Website & Technical Data:** IP address, browser type, device information, pages visited, and other analytics data collected through cookies and tracking technologies (e.g., Google Analytics, email/social pixels).
- **User-Generated Content:** Comments, uploaded images, and participation in forums or events.
- **Social Media Interactions:** Information you voluntarily provide through engagements with our social platforms.

We do not knowingly collect or store sensitive medical records or Protected Health Information (“PHI”) as defined under HIPAA.

3. Purpose of Collection

We use your information for the following purposes:

- To provide membership services, directory listings, and website functionality.
- To process payments securely via trusted third-party processors.
- To send newsletters, updates, invitations, and other communications (with the ability to unsubscribe at any time).
- To monitor and improve site performance, prevent fraud, and ensure community safety.
- To comply with applicable legal, tax, and organizational obligations.
- With your consent, to feature testimonials, case studies, or success stories.
- Information may also be used, in limited cases, to uphold our Safeguarding Policy, including responding to reports of unsafe or harmful behavior.

4. Cookies & Tracking Technologies

We use cookies and similar technologies to:

- Maintain session and login functionality.
- Remember preferences for future visits.
- Collect analytics to improve our website and services.
- Conduct limited marketing, including social media remarketing where applicable.

You may disable cookies in your browser settings; however, some features may not function properly. Our website does not currently respond to “Do Not Track” signals.

5. Legal Bases for Processing

We process personal information based on the following lawful grounds:

- **Consent:** Where you have provided affirmative consent (e.g., membership, newsletter sign-up, volunteering & collaboration, event registration, directory participation).
- **Contractual Obligation:** Where processing is necessary to deliver services you have requested.
- **Legitimate Interest:** To improve operations, ensure security, and communicate with you about relevant services.
- **Legal Obligation:** To comply with applicable laws, regulations, and reporting requirements.

6. Data Sharing

We do not sell personal information. We may share limited data only as necessary:

- With third-party service providers (hosting, payment processors, email platforms, analytics).
- If required by law, legal process, or to protect rights, property, or safety.
- With your consent, including public display of directory listings or testimonials.

7. Data Retention

We retain personal information only as long as necessary for the purposes described above, or as required by law. In practice:

- **Membership & Directory Data:** Retained during your active membership and for a reasonable period thereafter.
- **Newsletter Data:** Retained until you unsubscribe; backups may persist temporarily.
- **Financial Data:** Retained as required for accounting and legal compliance.

Backups and archives may retain limited data until routine system maintenance is completed.

8. International Transfers

Your data is processed and stored in the United States. If you access our services from outside the U.S., you acknowledge that your information may be transferred internationally, including to jurisdictions that may not provide the same level of protection as your home country.

9. Your Rights

You may exercise the following rights, subject to applicable law:

- Access to the personal data we hold about you.
- Correction or update of inaccurate data.

- Deletion of personal data, except where retention is legally required.
- Restriction or objection to processing.
- Withdrawal of consent for communications at any time.
- Data portability, where applicable.
- Lodging a complaint with a supervisory authority.

Requests should be directed to **support@empower-network.org**

10. Additional Rights for European Residents (GDPR)

If you are located in the European Economic Area (EEA), United Kingdom, or Switzerland, you may have additional rights under the General Data Protection Regulation (GDPR):

- The right to access the personal data we hold about you.
- The right to request correction of inaccurate information.
- The right to request erasure of your personal data, or restriction of processing in certain cases.
- The right to object to our processing of your data.
- The right to request a copy of your personal information in a simple, portable format.
- The right to lodge a complaint with your local data protection authority.

Please note that The Empower Network is based in the United States, and information we collect is stored and processed here. By interacting with our website or services, you understand that your data may be transferred outside of Europe.

To exercise these rights or have questions, contact us at **support@empower-network.org**.

11. Security

We implement commercially reasonable technical and organizational safeguards, including SSL encryption, secure third-party providers, and access controls. No system is entirely secure, and we cannot guarantee absolute protection. You are responsible for safeguarding your passwords, account information, and ensuring you understand the privacy practices of the third-party providers we use, such as our membership/donation site and community social platforms.

12. Children's Privacy

Our services are not directed to individuals under the age of 18, and we do not knowingly collect personal information from children. Parents or guardians who believe a child has provided us data may contact us for prompt deletion.

13. Duration & Termination

This Agreement is voluntary and may be ended by either the volunteer or The Empower Network at any time. Volunteers are asked to provide reasonable notice if they choose to discontinue their role.

14. Medical and Legal Disclaimer

While we may collect personal information (such as your name, email, or payment details) to provide our services, we do not collect or store medical records or Protected Health Information ("PHI") as defined under HIPAA.

Any wellness, health, or chronic illness discussions, examples, or resources shared through our website, membership, or community spaces are for **general informational purposes only** and are not intended as medical advice. If you voluntarily share health-related information with us (for example, mentioning a diagnosis in a form, event, or survey), you do so at your own discretion, and that information will be handled as personal data under this Privacy Policy. You remain solely responsible for your health decisions, and we encourage you to consult with a licensed healthcare provider for medical concerns.

In addition, any legal or policy-related resources provided by The Empower Network are for **general informational purposes only** and do not constitute legal advice. We are not a law firm and do not provide legal representation. You should consult a qualified attorney licensed in your jurisdiction to ensure compliance with disability, employment, benefits, tax, or other applicable laws.

Some members may list or promote their own services (such as coaching, consulting, products for sale, or other offerings) through the membership directory or community platforms. These listings are provided for community visibility and networking purposes only. **Inclusion in the directory does not represent an endorsement, certification, or guarantee by The Empower Network.** Any relationship, contract, or transaction you enter into with another member is solely between you and that member.

By participating in our membership, directory, or community platforms, you acknowledge that you are responsible for any information you share and that such information could potentially affect matters such as disability claims, employment, or other legal rights. You should take care not to disclose information that could harm your legal standing.

14. Agreement to Other Policies

This Privacy Policy works in connection with other policies adopted by The Empower Network, including, but not limited to, our Membership Agreement, Volunteer Agreement, Safeguarding Policy, Community Standards, and Website Terms of Use. Together, these policies outline how we protect our community, guide participation, and handle information.

15. Governing Law & Jurisdiction

This Privacy Policy shall be governed by and construed in accordance with the laws of the State of Kansas, United States. Any disputes arising out of or relating to this Policy shall be resolved exclusively in the state or federal courts located within the State of Kansas.

16. Changes to This Policy

We may update this Privacy Policy periodically. The “Last Updated” date will reflect the current version. Material changes will be communicated by email or posted notice on our website.

Contact Us

For questions, concerns, or to report a problem, please contact us.

The Empower Network, Inc.

Email: **support@empower-network.org**

Website: www.empower-network.org