

# Data Protection Policy

## Who We Are

The FE+MALE Think Tank is an international non-profit registered in Zurich, Switzerland (registration number CHE-151.144.242). The association holds all the information gathered through the Beat Funding Bias Initiative site The Beat Funding Bias Initiative (BFBI) (fe-male-think-tank.com)

## Data Collection and Process

Any of the following data, including, but not limited to, may be collected: Name, date of birth, gender, job title, profession, contact information such as e-mail addresses & telephone numbers, and demographic information such as postcode, preferences, and interests. IP address (automatically collected), web browser type and version (automatically collected), operating system (automatically collected), a list of URLs starting with a referring site, your activity on this site; the site you exit to (automatically collected); cookie information (see below).

When visitors leave comments on the site, we collect the data shown in the comments form, and also the visitor's IP address and browser user agent string to help with spam detection.

An anonymized string created from your email address (also called a hash) may be provided to the Gravatar service to see if you are using it. The Gravatar service privacy policy is available here: <https://automattic.com/privacy/>. After approval of your comment, your profile picture is visible to the public in the context of your comment.

Name, contact details, and other basic information may be asked of you to join our surveys, events, services, and products.

information provided to us by or on behalf of you or generated by us in the course of providing services to our community, partners, or interested third parties;

information in relation to materials and communications we send to you electronically, for example, your use of marketing e-mails, reports, and newsletters.

We may collect personal data from other sources, for example, online media platforms and or other communication channels to provide the latest updates and trends relevant to our community.

Or any other information that you may provide to us to perform any of our activities. We collect and process personal data for the following necessary purposes:

To administer our website;

To respond to any communications, queries, or requests for information or services from you, however received;

To receive and process donations;

For recruitment, employee, and human resources management purposes;

For auditing purposes, if were

For offering you tailored services;

For managing our relationships with Partners, Sponsors, and Community;

For inviting you to in-person and online events;

For research, investigations, and campaigns in connection with our mission and objectives.

To understand our supporters' and donors' engagement with us and our campaigns;

To comply with our legal or regulatory obligations, and

To establish, exercise, or defend legal claims.

The legal basis that we will rely on will depend on the circumstances in which we collect and use your personal data. In almost all cases, the relevant legal basis to process personal data is that the processing will be one of the following:

Based on your consent to use your data in a certain way (for example, to communicate with you through our mailing list).

Necessary to comply with legal requirements.

Necessary for our legitimate interests (for example, to administer our website, to manage our donations, to carry out research and investigations consistent with our mission, and to manage volunteers, and or contracts).

We will take all necessary and reasonable steps to ensure that your data is treated securely and in accordance with this Policy. Unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your data transmitted to any of our websites; any transmission is at your own risk. Once we have received your information, we will use strict procedures and security features to try to prevent unauthorised access. When possible, encryption is used, both in transit and storage. Access controls within the organisation limit who may access information.

## Who we share your data with

FE+MALE Think Tank may share your personal data with trusted third parties including but not limited to individuals or organizations in the course of any service we may provide; auditors; payment handling; donations; search engine; advertising & marketing & events; researchers For the purposes set out in this Data Protection Statement and where necessary, we may share personal data with courts, tribunals, regulatory authorities, government agencies and law enforcement agencies. We may also be required to disclose your personal data to comply with legal or regulatory requirements.

## Embedded content from other websites

Articles on this site may include embedded content (e.g. videos, images, articles, etc.). Embedded content from other websites behaves in the exact same way as if the visitor has visited the other website.

These websites may collect data about you, use cookies, embed additional third-party tracking, and monitor your interaction with that embedded content, including tracking your interaction with the embedded content if you have an account and are logged in to that website.

### How Long Do We Keep Personal Data?

We ensure that personal data is retained only for as long as necessary in accordance with the above purposes and applicable laws.

But, if you leave a comment, the comment and its metadata are retained indefinitely. This is so we can recognize and approve any follow-up comments automatically instead of holding them in a moderation queue. We also retain your personal data as long as it is subject to a legal retention obligation.

For users that register on our website (if any), we also store the personal information they provide in their user profile. Website administrators can also see and edit that information.

### What rights you have over your data

If you have an account on this site, or have left comments, you can request to receive an exported file of the personal data we hold about you, including any data you have provided to us. You can also request that we erase any personal data we hold about you. This does not include any data we are obliged to keep for administrative, legal, or security purposes.

Please note that even after you have chosen to withdraw your consent, we may be able to continue to process your personal data to the extent required or permitted by law. You may also lodge a complaint in relation to our processing of your personal data with a local supervisory authority, in Switzerland with the Federal Data Protection and Information Commissioner.

You may access certain areas of the web site without providing any data at all, however, for certain purposes you may be required to submit your data. You may restrict your internet browsers use of cookies.

## Where we send your data

Visitor comments may be checked through an automated spam detection service.

### Use of our website and communication

We use different platforms to perform our services or to receive donations. For example, The site uses Google analytics for statistical purposes, advertising and for better understand our users. If you have offered a donation, you may be interested in reading the private policies from Paypal and Stripe.

We have Paypal and Stripe accounts to administer online donations. Paypal allows you to close your customer account once you no longer require it. Your account information may stay active with PayPal for legal and audit purposes, in accordance with PayPal's privacy policy available here. Stripe may have a similar policy; please refer to their privacy policy available here for more detail. In accordance with each of their privacy policies, we may have access to or be provided with data by these platforms for the purpose of managing donations.

Our financial account is held with PostFinance Bank. Any donations made to The Beat Funding Bias Initiative will be held in this bank. Please check their policies for better understanding. We retain information about all donations in accordance with financial auditing requirements.

## Media

If you upload images to the website, you should avoid uploading images with embedded location data (EXIF GPS) included. Visitors to the website can download and extract any location data from images on the website.

## Cookies

FE+MALE Think Tank may set access cookies on your computer to enable us to; estimate our audience size & pattern, store information about your preferences, speed up your searches, recognize you when you return to our site. A cookie is a small file which resides on your hard drive; often contains an anonymous unique identifier; is accessible only by the website that placed it there, not any other sites.

If you visit our login page, we will set a temporary cookie to determine if your browser accepts cookies. This cookie contains no personal data and is discarded when you close your browser.

When you log in, we will also set up several cookies to save your login information and your screen display choices. Login cookies last for two days, and screen options cookies last for a year. If you select "Remember Me", your login will persist. If you log out of your account, the login cookies will be removed.

You may delete cookies; however, you may lose any information that enables you to access the web site more quickly.

You can choose to enable or disable cookies on your web browser, by default your browser will accept cookies, however this can be altered. For further details consult the help menu of your

browser. Disabling cookies may prevent you from using the full range of services available on the website.

## Changes to this Policy

FE+MALE Think Tank reserves the right to change this privacy policy as we deem necessary, or as may be required by law. Any changes will be posted on the website; you are deemed to have accepted the terms of the policy on your first use of the web site following the change/s.