



Privacy Policy

PRIVACY POLICY

Effective Date: August 1, 2024

Looking to exercise your data rights easily? Here is quick access to the following resources:

- **Do you want to make a US data subject request?**
 - [US Privacy Data Subject Rights Request Form](#)
- **Want to make a non-US data subject request?**
 - [International Privacy Data Subject Rights Request Form](#)
- **Want to opt out of sharing or selling your Personal Information?**
 - <https://www.fisherphillips.com>

For further assistance:

- **Privacy Point of Contact:** Director of Information Governance
 - **Email:** dataprivacy@fisherphillips.com
 - **Phone:** Toll-free 1-800-243-1292

Looking for information on how we handle your Personal Information?

What This Privacy Policy Covers

This policy explains how Fisher & Phillips LLP ("Fisher Phillips", "we" or "us") handles Personal Information collected from a variety of sources:

- Website visitors
- Our clients and/or prospective clients
- Job applicants
- Our service providers
- Independent contractors

Separate Policy for Employees

This policy does not apply to our collection, use and disclosure of Personal Information regarding current or former employees. If you're a California resident employee (or family member), contact dataprivacy@fisherphillips.com for our Employee Privacy Policy.

What "Personal Information" Means

For purposes of this Privacy Policy, "Personal Information" is information that is tied to an individual or relates to an identifiable natural person and is not widely available.

Personal Information does not include:

- Publicly available information from government records.
- Information that a business has a reasonable basis to believe is lawfully made available to the public by the consumer, independent contractor, an applicant, or from widely distributed media.
- Information made available by a person to whom the consumer, independent contractor, or applicant has disclosed the information if the consumer, independent contractor, or applicant has not restricted the information to a specific audience.
- Deidentified or aggregated information (information that isn't connected to a person).

Personal Information We Collect

Depending on your interactions with us, we may collect the following Personal Information:

- **Personal Identifiers** (name, address, social security number, etc.)
- **Contact Information** (email, phone number, etc.)
- **Account Information** (username, password, etc.) for Firm accounts
- **Biometric Data** (facial recognition) used for identity verification
- **Internet and Computer Activity** (browsing history, IP address, etc.)
- **Geolocation Data** (IP address, precise GPS location, latitude and longitude)
- **Mobile Device Data** (device type, phone number, cell phone provider, etc.)
- **Photos and Recordings** (photos, surveillance video, call recordings)
- **Pre-Employment/Contract Information** (background checks, references, etc.)
- **Employment and Education History** (resumes, transcripts, etc.)
- **Professional Information** (licenses, certifications) for independent contractors
- **Financial Information** (invoices, payment records) for independent contractors
- **Facility and System Access Information** (badge access, login credentials)
- **Inferences** (developed based on your activity)

- **Protected Class Information** (race, gender, sexual orientation, military status, and disabilities)

Sensitive Personal Information We Collect

Some of the information in the above categories is also classified by some state laws as part of a particular category identified as more sensitive, sometimes referred to as "Sensitive Personal Information" (or a similar phrase) with stricter requirements. You may have additional rights to limit this data's use, sharing, or sale. Here are some examples of the Sensitive Personal Information we may collect in connection with the services we are providing to you, your employer, or another organization you may be affiliated with:

- **Personal Identifiers:** Social security number, driver's license/state ID, passport number
- **Account Information:** Your Firm account login information (username, password, etc.)
- **Biometric Data:** Fingerprints, facial recognition (used for identification)
- **Geolocation Data:** Precise geolocation information (GPS)
- **Internet and Computer Activity:** Contents of personal emails
- **Mobile Device Data:** Texts or emails we receive
- **Protected Class Information:** Race, gender, sexual orientation, military status, and disabilities

We will only use your Sensitive Personal Information for:

- Delivering the services or goods you expect from us.
- Protecting our systems and information from security threats.
- Stopping illegal activity and protecting our business.
- Keeping people safe.
- Short-term, temporary uses.
- Performing services for the company.
- Improving the quality and safety of our products and services.
- Purposes that don't involve making assumptions about you.

Where we receive Personal Information or Sensitive Personal Information from our clients about employees or other individuals, the client is responsible for ensuring that any such information is transferred to us in compliance with applicable legal and regulatory obligations.

How We Collect Personal Information

We collect Personal Information directly and indirectly through our website or during interactions with us, such as:

- **Information you provide:**

- Website forms and social media
- Physical locations visits
- Purchases and service inquiries
- Job applications and service contracts

- **Information collected automatically:**

- Cookies on our website
- Surveillance cameras at physical locations

- **Information from third parties:**

- Lead generators and referral sources
- Credit bureaus and consumer reporting agencies
- HR support vendors, recruiters, and staffing agencies
- Social media platforms
- Career platforms (e.g. LinkedIn, Indeed)
- Public databases (e.g. DMV)
- Personal references and former employers (job applicants)
- Educational institutions (job applicants)
- Job referrals from friends, family, or colleagues
- Third-party customer databases

- **Information from company systems:**

- Firm-issued devices and company systems used by contractors or during job applications

How We Use Your Personal Information

We may use your Personal Information for legitimate business purposes, including:

- Providing legal advice and services
- Marketing and sales activities (including interest-based and targeted advertising)
- Managing our business operations and administration of our client relationships
- Improving our website and user experience (including demographics)

- Detecting security incidents (including to protect against malicious or illegal activity)
- Complying with legal and regulatory requirements
- For employment or contracting decisions (including hiring and terminations)
- To provide authorized access to our premises and systems

How We Protect Your Personal Information

We take steps to protect your Personal Information, including:

- Using secure technology
- Limiting access to your information
- Keeping different types of data separate
- Encrypting sensitive data

While we have implemented these measures, among others, to protect your Personal Information from unauthorized access, we cannot guarantee the absolute security of your Personal Information. We do not accept liability for unauthorized access, use, disclosure, or loss of Personal Information.

How We Retain Your Personal Information

We retain your Personal Information for different lengths of time based on what it is and the law. Generally, it's for the duration of our relationship plus four years. Here are some exceptions:

- **Most online activity:** 1 year
- **Usernames:** Forever (but securely stored)
- **Passwords/Security codes:** 6 months after they expire
- **Biometrics:** 1 year after last use for identification
- **Location data:** 3 years
- **Mobile device data:** 3 years
- **Security footage:** 1 year
- **Background checks:** 7 years
- **Facility access info:** 3 years

We review what information we hold each year and securely delete it if it's no longer needed.

How We Share or Sell Personal Information

In most instances, we do not share or sell Personal Information. However, we sell some website data (not for money, but for other valuable considerations) and share it with data analytics vendors for targeted advertising, including cross-context behavioral advertising. The information we do sell or share information with are:

- Personal Identifiers gathered from website usage
- Contact Information gathered from website usage
- Internet and Computer Activity
- Geolocation Data
- Mobile Device Data

Who We May Share Your Personal Information With

- **Government Agencies**
- **Marketing and Sales Vendors** (promotional/fulfillment, marketing support, website management, and Chat function vendors)
- **Communication Vendors** (communication providers and text/SMS providers)
- **Transaction Processing Vendors** (check guaranty and payment processors)
- **Financial Institutions**
- **Data Analytics Vendors**
- **Social Media Platforms**
- **Credit Reporting Agencies**
- **Recruiting and Human Resources Vendors** (professional employer organizations, recruiting firms, staffing agencies, talent acquisition systems, and HRIS vendors)
- **Professional Services** (consulting, investigation, and security and risk management vendors, including IT, cybersecurity, and privacy providers)
- **Insurance Providers** (carriers, administrators, and brokers)

How You Opt-Out of Selling and Sharing Your Information

You have the full and unrestricted right to opt out of our disclosure of your Personal Information to any third parties where the disclosure constitutes “selling” or “sharing” as defined by applicable law. You may exercise your right to opt-out without fear of discrimination. To opt out of our selling or sharing of your Personal Information, meaning we will not disclose your information to third parties for any monetary or other valuable consideration, you can do any of the following:

- Click [**HERE**](#) to be taken to an online opt-out submission form.

- Visit our website at: <https://www.fisherphillips.com>. Click on “**Do Not Sell or Share My Personal Information**” to be taken to an online submission form.
- You can use a Global Privacy Controls (GPC) signal. The Firm will process opt-out preferences from GPC signals in formats commonly used and recognized by businesses, such as an HTTP field header, as requests to opt-out of sale or sharing.
- If you cannot submit an opt-out through any of the above methods, please get in touch with us using one of the methods provided below for assistance.
 - Email dataprivacy@fisherphillips.com
 - Call 1-800-243-1292
- You can have an authorized agent submit a request on your behalf. To submit an opt-out through the use of an authorized agent, you must provide that agent with written permission signed by you to submit an opt-out on your behalf, and the authorized agent may call our toll-free privacy line at 1-800-243-1292 to make the opt-out request. We maintain the right to deny any request from an authorized agent that does not prove they are authorized to act on your behalf.

We may deny a request to opt-out if we have a good faith, reasonable, and documented belief that a request to opt-out is fraudulent.

Third-Party Vendors

We work with other companies (e.g., email providers) to help us run parts of our business. They only get the information they need to do their job and can't use it for anything else.

Business Transfers

If we sell a part or all of our business, your information may be transferred with it.

Compliance with Law and Safety

We may share your Personal Information if the law requires it or to protect our employees and the public.

Cookies, Pixels, and Other Tracking Technologies

Our website uses trackers, primarily cookies, to remember your preferences and improve your experience. Cookies are small data files stored on your device.

- **Essential:** These are required for the website to function.
- **Non-Essential:** These help us understand how you use the site and show relevant ads. You can control these in "Your Privacy Choices" at the bottom of our website.

We use different types of non-essential trackers:

- **Analytical or Performance:** Track how you use the site to improve it.
- **Functional:** Remember your preferences (like language) for a personalized experience.
- **Marketing:** Show you relevant ads based on your browsing habits.

By using our site, you agree to essential trackers. You can opt out of non-essential cookies.

You Can Control Trackers

You can control cookies from your browser settings. Visit [All About Cookies](#) to learn how.

You can also delete cookies or block them entirely, but this might prevent some features of our website from working. Here is some information on what this control can look like.

- **Do Not Track** - We currently don't respond to "Do Not Track" signals from your browser except Global Privacy Controls, as explained above.
- **Opting Out of Interest-Based Ads** - You can opt out of interest-based ads from some of our advertising partners:
 - [DAA Opt-Out](#)
 - [NAI Opt-Out](#)
 - [DAA Mobile App Opt-Out](#)
- **Mobile Device Opt-Outs—For opt-out options specific to your mobile device, check its settings or operating system manufacturer's instructions.**

External Links

We link to other websites but we are not responsible for their privacy practices. Always check the privacy policy of any website you visit.

Passwords

Keep your password confidential to protect your account information.

Children's Privacy

Our services are not intended for or directed to children. We do not knowingly collect Personal Information of users under the age of majority as defined by applicable State law.

Information from International Visitors

We collect and transfer Personal Information from people in certain countries, including Canada, Mexico, the UK, and the EU. We do not utilize automated processing or profiling. Here's how we handle that information:

- **For Employment Support:** We work with US companies to help them hire international employees. We collect identifying information, personal history, and contact details about these individuals. This information is transferred to the US and shared with cloud service providers, benefit providers, and payroll processors.
- Legal Basis: The organization is under contract to handle the Personal Information.
- **For Marketing and Events:** We collect information from visitors to our websites, apps, and webinars. This may include browsing data and contact details. We use this information for marketing and event registration. The information is transferred to the US and shared with cloud service providers, website operators, and internet providers.
- Legal Basis: Consent and Legitimate Interest.
- **For Event Registration:** When you register for our events, we collect financial information, identifying information, and contact details. This is used to confirm your registration and accept payment. The data is transferred to the US and shared with cloud service providers, event management, payment processors, and internet service providers.
- Legal Basis: Consent and Legitimate Interest

Your Rights Regarding Your Personal Information (if you are outside the US)

Depending on your location, you may have the right to access, correct, erase, or restrict how we use your Personal Information.

To exercise these rights, contact our Privacy Point of Contact:

- Email: dataprivacy@fisherphillips.com
- Phone: 404-270-3427

You can also withdraw your consent for us to use your Personal Information anytime by contacting the

If you have a complaint, you can contact your local supervisory authority. If you have trouble finding them, we can help you find them.

Your Rights in California (and potentially other states)

Depending on the state where you reside, you may have certain rights regarding your Personal Information. These may include:

- Knowing what Personal Information we collect and why
- Accessing your Personal Information
- Requesting deletion of your Personal Information (with exceptions)
- Correcting inaccurate Personal Information
- Opting out of specific uses of Personal Information
- Limiting the use of your sensitive data

If you feel you have one of these rights in your state, you can exercise these rights by:

- Submitting an online request [HERE](#)
- Calling our toll-free privacy line at 1-800-243-1292

We will verify your identity before processing your request and have no obligation to complete a request that cannot be verified.

Assumed Consent

By using our website, you agree to this Privacy Policy.

Updates to this Policy

We may update this policy as needed. We recommend checking back occasionally.

Accessibility

This policy is designed to be accessible to everyone

Contact Us

For questions about this policy:

- Email: dataprivacy@fisherphillips.com
- Phone: 1-800-243-1292

WHY FISHER PHILLIPS?

DIVERSITY, EQUITY & INCLUSION