

Privacy Policy

Empathia, Inc. Website Privacy Policy

Welcome! This website is intended to help you discover meaningful ways to enhance your life, work, family and wellbeing. Empathia respects and promotes your personal privacy and we have taken extensive care to protect the confidentiality of your visit to our website. This policy outlines Empathia's information privacy and security practices for this website.

Disclaimer

The content offered on this website is intended solely for informational and educational purposes as a tool to supplement your knowledge. By offering general information on our website, Empathia is not engaging in, or performing, any legal, financial, medical or other professional psychotherapy services.

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Please be advised that this website contains links to other websites, including, without limitation, websites maintained by Empathia and/or third parties, which may contain separate and distinct privacy policies and terms of use.

Consent

By using this site, you agree to the terms of this privacy policy. Whenever you submit information via this site, you consent to the collection, use, and disclosure of that information in accordance with this privacy policy.

Independent, Educational Website

Personal information provided by you or on our website is never given or sold to any other parties. Empathia does not accept any advertising on our website and we do not collect any information from you

for that purpose. Our site is an independent website for informational and educational purposes only. We do not receive income from any sponsors, advertisers or users. We do not receive income from any websites to which we offer links or from any resource we list on our site.

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Personal Information

You do not need to provide any personal information to visit this website. When you navigate through our website, certain personal information about you can be collected. Our web server software automatically collects, and temporarily stores, the following information about each visit for statistical purposes:

- The domain name you use to access the internet;
- The time and date of your visit;
- The name of the organization that sponsors your EAP benefit (if you choose to provide this information); and
- The pages visited.

We use this information to track site activity and manage and make improvements to the site. We also create aggregate reports about site activity, which we share with our client organizations. These aggregate reports DO NOT contain any personal identifiers or information.

No other personal information about you is collected unless you voluntarily choose to provide us with additional personal information through an e-mail message. By personal information, we mean your name, address, e-mail address or telephone number and any information you place in a secure message that you send to us. We DO NOT share e-mail addresses with anyone. We DO NOT share any information you sent in an e-mail to us with our client organizations. We safeguard and protect all of the information in your message once it is received by us.

How We Protect Your Information

The Internet is not a completely secure environment. However, Empathia uses reasonable commercial standards of technology and operational security to protect information provided by visitors via this website from unauthorized third-party access. We do not share your personal information with your

employer, any client organizations, or any other third party. We share this information only with Empathia staff and Empathia contracted service providers, when necessary, in order to provide any services that you request. Empathia complies with all applicable state and federal information privacy and security laws and regulations.

Electronic Requests for Services

We handle all information and correspondence you share with us in the strictest confidence. When you send comments, questions or requests for service to us using this website, we will share your message only with those Empathia employees responsible for answering your questions or arranging services for you. We will retain your communication until we have completed a good faith effort to provide a complete and satisfactory response. We do not keep your communication for any other purpose.

When you send an e-mail message to us, while it is in transit to us, it may be possible for other Internet users to access and view it without your knowledge and permission. This is true of most, if not all, non-encrypted internet e-mail communications. To protect your privacy, please do not send e-mail to us with information that you consider personal and confidential even if the channel is secured. While we endeavor to protect your personal information, we cannot guarantee the security of any information you transmit to us, and you do so at your own risk.

Cookie Policy

Empathia uses cookies on our website to help customize your experience. Our Cookie Policy explains what cookies are, how we use cookies, and your choices regarding cookies and how you can control them:

- **What are cookies?** Cookies are small pieces of data, stored by your browser on your computer or mobile device, and sent to a website you visit. A cookie file received by a website you visit allows the website to recognize you and make your next visit easier and more useful to you.
- **How does Empathia use cookies?** When you use and access a form on our website, we place a number of cookie files in your web browser. We use cookies for the following purposes: to enable the “contact us” function and to remember you the next time you visit our website.
- **Are third-party cookies used?** Yes. In addition to our own cookies, we also use third-party cookies to perform anonymous website analytics.
- **Do I have choices regarding cookies?** Yes. If you would like to delete cookies or instruct your web browser to delete or refuse cookies, please visit the help pages of your web browser. Please

be aware that if you delete cookies or refuse to accept cookies, you might not be able to use all of the features we offer.

Updates to this Policy

Empathia periodically reviews its policies and reserves the right to make changes to them. If we change our website privacy policy, the changes become effective upon the date of the posting.

(Updated April 2018)