

CAFairPay.com Online Privacy Policy

Welcome to CAFEairPay.com, the official website of Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations. This Online Privacy Policy (this "Policy") describes how we collect, use and protect visitors' personal and non-personal information provided to us on CAFEairPay.com.

Personal Information

The only personal information we collect on CAFEairPay.com is information that you provide. "Personal information," as used in this Policy, means information that is directly associated with a particular person, such as name, address, telephone number and email address. We may request personal information in order to provide various types of services or information to you. For example, personal information may be requested in connection with your affirmative request to receive email or other communications from us, a contribution made to Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations, or a purchase of products from our online store. You agree that by providing your phone number you are providing an electronic signature and you expressly authorize Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations, to contact you at any phone number or email address shown above for purposes of conveying information about the campaign. You agree that Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations, may use automatic telephone dialing systems in connection with calls made to any telephone number you provide to it, even if the telephone number is assigned to a cellular telephone service or other service for which the called party is charged. Your authorization overrides any "do not call" restrictions you may have registered with any federal or state "do-not-call list" or any internal Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations, privacy or solicitation preference you have previously expressed.

Our general policy is to not make personal information provided online available to anyone other than our employees, staff and agents, except in the limited circumstances described in this Policy. We will not rent or sell your personal information to third parties. We may share your personal information with like-minded organizations to complement the activities of Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations.

Third parties providing services to us may have limited access to your personal information. Access to your personal information by these service providers is limited to the information reasonably necessary in order for them to perform their limited function for us. We require these service providers to protect the privacy of your personal information in a manner consistent with this Policy, and to not use or disclose your personal information for any purpose other than providing the service to us.

We may release personal information to third parties to comply with valid legal requirements such as a law, regulation, search warrant, subpoena or court order. For example, state law requires us to collect your name, street address, occupation and employer in connection with any contributions you make aggregating \$100 or more during a calendar year, and this information will be publicly disclosed in accordance with state law. Additionally, we may disclose personal information where we believe doing so is reasonably necessary to investigate or prevent harm, fraud, abuse or illegal conduct, or to protect the safety and security of visitors to CAFEairPay.com.

The security of your personal information is important to us. We maintain a variety of physical, electronic and administrative safeguards to protect personal information you provide to us. For example, we have adopted commercially reasonable tools and techniques to protect against unauthorized access to our systems. We use a secured/encrypted server for online credit card contributions and online store transactions on CAFEairPay.com.

Non-Personally Identifiable Information

We automatically collect certain types of non-personally identifiable information from your use of CAFEairPay.com. For example, we log IP addresses, which are the locations of computers on the Internet, and collect information about the aggregate number of visits to each page within CAFEairPay.com. We use this non-personally identifiable information to track the popularity of certain pages and to diagnose and resolve any problems with the website.

Cookies

We make use of "cookies," which are small files sent to your computer's hard drive, to personalize and customize your interaction with CAFEairPay.com. The information collected by cookies helps us generate content responsive to your interests and also allows us to collect statistics about how many people visit CAFEairPay.com and for what purpose. Our cookies do not contain any personal information about you, and we do not use them to collect or request any personal information. You may be able to modify your Internet browser settings to refuse cookies. Disabling cookies may limit our ability to customize CAFEairPay.com for you and to deliver a better user experience to you.

Public Information

Any information you post on blogs, discussion boards or other public areas of CAFEairPay.com and associated social media sites will be disclosed to the public by virtue of your posting and thus is not governed by this Policy. We do not control the use and disclosure of this information. Information that you post to a public area or communicate through a public area of CAFEairPay.com may be used by third parties to contact you or to communicate this information to others, including in other public areas of other web sites. Please do not post any information, including personal information, in a public area of CAFEairPay.com that you do not want disclosed to the general public.

When you provide comments to us, we treat your name, city, state, and any comments you provide as public information. We may, for example, provide compilations of your comments to our campaign leaders and other individuals participating in our efforts, without disclosing email addresses. We may also make comments along with your city and state available to the press and public online.

Children

The safety and privacy of children online is important to us. We request that children under 18 not submit their information on CAFEairPay.com. Further, in accordance with the Federal Children's Online Privacy Protection Act of 1998 (COPPA), we do not knowingly collect personally identifiable information from persons under thirteen years of age on CAFEairPay.com. Parents or others with questions or concerns may contact us at info@CAFairPay.com.

How to unsubscribe

Should you wish to opt-out of communications from CAFEairPay.com, an unsubscribe link is included in every email. If the link is not working properly or you wish to communicate your desire to opt-out immediately, send an email with "Unsubscribe" in the subject to info@CAFairPay.com or write to us at:

Californians for Fair Pay and Employer Accountability, sponsored by farmers, small businesses, independent restaurants and nonprofit organizations
455 Capitol Mall, Suite 600

Sacramento, CA 95814

Changes to this Online Privacy Policy

We reserve the right to revise or update this Policy at any time. If we make any changes to this Policy, we will post the updated Policy and will update the date at the bottom of the page.

1/5/2022