

## GWC-Led Services - Third Party Service Providers

At Girls Who Code, Inc. (“Girls Who Code” or “GWC”), keeping your information safe and secure is our top priority. To provide, maintain, protect, and improve our GWC-Led Services, we work with a variety of third-party tools and services (“[Third Party Service Providers](#)”) that support our operations, programs, and participant engagement. We share information with these providers solely to process it on our behalf, following our instructions, our [GWC-Led Services Privacy Policy](#), and strict confidentiality and security requirements. We categorize them as follows:

- **Third Party Service Providers:** These are third-party vendors that process data or provide backend services to support our operations without direct user interaction.
- **Internal Tools:** To manage daily operations and ensure efficient collaboration, we rely on internal business tools like Google Workspace, Slack, and Tableau. These tools support workflows and communication and may incidentally store personal information, such as email addresses or contact details. They are used internally and are critical to our organizational efficiency.

Below is a list of the Third Party Services and Tools we use, including how we use them, the types of data they collect or process, and links to their privacy policies or other relevant documents. These providers only have access to the information necessary to deliver the Girls Who Code Led Services. This list may be updated over time, and we’ll strive to keep it current. If you have any questions, feel free to email us at: [privacy@girlswhocode.com](mailto:privacy@girlswhocode.com).

Provider Details	Provider Description & Use	Data Collected / Processed
<p><b>Alchemer</b></p> <p>Privacy Policy: <a href="https://www.alchemer.com/privacy/">https://www.alchemer.com/privacy/</a></p>	<p>A form-based tool used to:</p> <ul style="list-style-type: none"> <li>• manage operational data from interest forms, event registrations, and applications</li> <li>• gather and analyze stakeholder feedback through surveys.</li> </ul>	<p>Girls Who Code develops custom survey or form responses on the Alchemer platform, including applicant and participant-provided data. Data collection and processing varies based on the form and intended audience. Generally, the following types of data may be collected through questions:</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Names (First, Last, Preferred), Salesforce IDs</li> <li>• <b>Contact Info:</b> Email addresses, phone numbers, emergency contact info</li> <li>• <b>Demographic Info:</b> Age, gender, race/ ethnicity, role (e.g., Student, Teacher, Parent/Guardian, etc.)</li> <li>• <b>School Enrollment:</b> School name, Graduation Year, First Generation Status, School Type, Program or Major</li> <li>• <b>Professional, Employment, or Volunteer Information:</b> Company or organization you are employed by, Job title, Sponsorship needs, Department</li> <li>• <b>Location Information:</b> Mailing address, Country of Residence, State, City, Zip Code, Closest airport, distance from NYC,</li> <li>• <b>User Generated Content:</b> Open-ended responses, or uploaded files provided by users.</li> <li>• <b>Feedback:</b> Responses to questions related to user opinions or evaluations.</li> <li>• <b>Program Participation/Interest:</b> Responses indicating enrollment or participation in programs or events, previous program participation.</li> <li>• <b>Accommodations:</b> Accessibility requirements, dietary restrictions, special needs (rarely collected), travel logistics and preferences</li> <li>• <b>Consent:</b> Agreement to terms, policies, or code of conduct (e.g., checking a consent box).</li> </ul> <p>Alchemer processes the data provided by users through the forms to store and make it accessible to Girls Who Code in addition to automatically collecting technical data.</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Survey respondent IDs are automatically generated by Alchemer, Form ID, Field ID</li> <li>• <b>Account Registration Info:</b> If a user saves their progress to return and complete a form.</li> <li>• <b>Location Info:</b> IP addresses (collected automatically).</li> <li>• <b>Technical Information:</b> Device type, operating system, and browser version used to complete the survey (collected automatically).</li> <li>• <b>User Interaction &amp; Behavior:</b> Time spent on the survey, navigation behavior, and completion status (e.g., incomplete, abandoned).</li> <li>• <b>Engagement Metrics:</b> Survey completion rates, drop-off points.</li> <li>• <b>Logs:</b> Submission timestamps.</li> </ul> <p>Alchemer forms may include third-party tracking or conversion technologies implemented by Girls Who Code (such as advertising or analytics pixels), which collect information directly through the form in accordance with the applicable third-party privacy policies.</p>
<p><b>Amazon Business</b></p>	<p>A Business-focused marketplace for purchasing products used to:</p>	<p>Girls Who Code imports data for participants who qualify for incentives or technology into Amazon Business in order to send gift cards or deliver technology equipment.</p>

<p>Privacy Policy: <a href="https://www.amazon.com/gp/help/customer/display.html?ie=UTF8&amp;nodeId=468496&amp;ref_=b2b_mcs_footer">https://www.amazon.com/gp/help/customer/display.html?ie=UTF8&amp;nodeId=468496&amp;ref_=b2b_mcs_footer</a></p>	<ul style="list-style-type: none"> <li>procure and email gift cards or goods to participants as part of incentive or assistance programs.</li> </ul>	<ul style="list-style-type: none"> <li><b>Identifiers:</b> Participant names or unique order IDs.</li> <li><b>Contact Info:</b> Email addresses for gift card delivery and shipping addresses for physical items.</li> <li><b>Parent Guardian Info (if relevant):</b> Parent full name, Parent Email address.</li> <li><b>Location Information:</b> Shipping details for physical deliveries.</li> <li><b>Financial Information:</b> Payment details and transaction amounts.</li> <li><b>Technical Information:</b> Browser type, operating system, and IP address.</li> <li><b>Logs:</b> Transaction timestamps and activity records.</li> </ul> <p>Amazon Business provides the following information back to Girls Who Code to track the deliveries:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Order details, tracking numbers, and delivery confirmations.</li> <li><b>Contact Info:</b> Confirmation of gift card delivery and shipping updates for physical items.</li> <li><b>Logs:</b> Activity records for debugging.</li> </ul>
<p><b>Amazon Web Services (AWS)</b></p> <p>Privacy Policy: <a href="https://aws.amazon.com/compliance/data-privacy-faq/">https://aws.amazon.com/compliance/data-privacy-faq/</a></p>	<p>Cloud Computing Services used to:</p> <ul style="list-style-type: none"> <li>provide servers, databases, file storage, network infrastructure, and email services for the <a href="#">Girls Who Code HQ</a> platform.</li> </ul>	<p>Girls Who Code uses AWS to store all user personal information, uploaded content, device ID, survey feedback, and data requests related to <a href="#">Girls Who Code HQ</a>. Data hosted within AWS infrastructure is fully managed by Girls Who Code and includes:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Name, unique user id.</li> <li><b>Account Registration Info (HQ):</b> username, email, password.</li> <li><b>Contact Info:</b> Emails, Phone Number, External Event Invitee Email, Internal Event Invitee</li> <li><b>Demographic Info:</b> Age (Date of Birth), Race / Ethnicity,</li> <li><b>Location Information:</b> Mailing Address, Timezone, Country of Residence</li> <li><b>School Enrollment:</b> College or University Name, College Graduation Year</li> <li><b>Education Information:</b> Major/Minor Intended or Declared</li> <li><b>Program Participation / Interest:</b> Program Enrollment, Event Invitations, Course Completion Status, Certificates</li> <li><b>Consent:</b> SMS Consent, Contact Sharing Preferences</li> <li><b>Attendance:</b> Attendance Status, Comment,</li> <li><b>User Generated Content:</b> User Avatars, User Bios, Curriculum Answers, Curriculum Check For Understanding, Curriculum Answer Feedback, Curriculum Answer Grading Status, Project Submission Details (including images, descriptions, links, topics, group members, and status)</li> <li><b>Communications:</b> Message Board Content (if enabled for the Program Type), automatic email notifications.</li> <li><b>Feedback:</b> Curriculum Activity Rating</li> <li><b>Professional, Employment, or Volunteer Information:</b> Inferred from corporate sponsor company name on Program and partner role.</li> <li><b>Engagement Metrics:</b> Course Completion Status, Certificates</li> <li><b>Technical Information:</b> Device metadata</li> <li><b>User Interaction &amp; Behavior:</b> Actions, Action timestamp, Last Login Date, Account Creation Type</li> </ul> <p>Collect automatically by AWS services that may have incidental personal information to support security and debugging:</p> <ul style="list-style-type: none"> <li><b>Technical Information:</b> Service Logs</li> <li><b>Error &amp; Performance Data</b></li> <li><b>Logs</b></li> </ul>
<p><b>BILL</b></p> <p>Privacy Policy: <a href="https://www.bill.com/privacy">https://www.bill.com/privacy</a></p>	<p>Automated billing and invoicing platform used to:</p> <ul style="list-style-type: none"> <li>Issue checks to participants based on financial need</li> <li>Manage staff reimbursements for approved program-related expenses.</li> </ul>	<p>Girls Who Code imports data for participants who qualify for grants or funds into BILL in order to send checks. Program Personnel may be granted a bill.com account if they qualify for reimbursements. The following data is processed:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Participant or staff names, unique payment IDs.</li> <li><b>Contact Info:</b> Email addresses for payment notifications and physical addresses for check delivery (if applicable).</li> <li><b>Financial Information:</b> Bank account details (for reimbursements), check amounts, and transaction metadata.</li> <li><b>Logs:</b> Transaction timestamps, status updates, and activity records.</li> <li><b>Compliance Data*</b> (Tax Information, SSN)</li> </ul> <p><i>*Only applies if someone receives \$600 or more in funds and must submit a W9.</i></p> <p>BILL shares data about the status of transactions with Girls Who Code:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Names and payment records (including signed cashed check images).</li> <li><b>Financial Information:</b> Payment statuses, reimbursement details, and transaction summaries.</li> <li><b>Contact Info:</b> Confirmation of check issuance and delivery status.</li> </ul>

<p><b>Campaign Monitor</b> *User opt-in required</p> <p>Privacy Policy: <a href="https://www.campaignmonitor.com/policies/#privacy-policy">https://www.campaignmonitor.com/policies/#privacy-policy</a></p>	<p>An email marketing platform used to:</p> <ul style="list-style-type: none"> <li>• Send email communications about relevant programmatic opportunities.</li> <li>• Analyze key metrics about these communications.</li> </ul>	<p>Girls Who Code uses Campaign Monitor to create subscription forms for specific email lists. If a user subscribes to a list using a Campaign Monitor form the following types of data are collected and processed by Campaign Monitor:</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Names, unique subscriber IDs.</li> <li>• <b>Contact Info:</b> Email addresses.</li> <li>• <b>Consent:</b> Consent to receive emails</li> </ul> <p>Girls Who Code shares data with Campaign Monitor via direct integration from Salesforce or uploads to enable operational communications related to Girls Who Code Led Services. The data processed depends on the specific program but generally includes:</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Names, Salesforce IDs (for integrated data)</li> <li>• <b>Contact Info:</b> Email Addresses, Phone Numbers, Mailing/Home Address (Street, City, State, Zipcode)</li> <li>• <b>Demographic Info:</b> Age / Age Segment, Race/Ethnicity, First Generation Status, International Status</li> <li>• <b>Location Information:</b> Country of Residence, Timezone, Mailing/Shipping Address (Street, City, State, Zipcode).</li> <li>• <b>School Enrollment:</b> School / University Name, School Type, Graduation Years (College, High School, Expected).</li> <li>• <b>Professional, Employment, or Volunteer Information:</b> Job Title, Company/Organization Name,</li> <li>• <b>Program Participation / Interest:</b> Application Details, Enrollment in Programs or Events, Previous Program Participation Details (e.g., Girls Who Code Programs), Course Completion Status and Counts, Accepted Rounds</li> <li>• <b>Self-Reported Skills and Technical Access:</b> Computer Science Skills &amp; Experience, Computer/Laptop &amp; Wifi Access.</li> <li>• <b>Parent/Guardian Info:</b> Names, Emails, Relationship to Participant.</li> <li>• <b>User Interaction &amp; Behavior:</b> Application Progress, Submission Status or Timestamps.</li> <li>• <b>Consent:</b> Agreement to Terms or Policies, Text Opt-Out, Code of Conduct Agreement, Media Consent, Consent to Share Info with Corporate Sponsors.</li> <li>• <b>Equipment Shipping Details:</b> Laptop &amp; Wi-Fi Delivery &amp; Return status.</li> </ul> <p>Campaign Monitor uses the "Permission to Track" status to collect information about A record of the emails sent and the open and click rates are also visible to Girls Who Code through the integration with our Salesforce environment.</p> <ul style="list-style-type: none"> <li>• <b>Location Information:</b> Approximate geolocation based on the IP address of the subscriber against an IP-to-location database.</li> <li>• <b>Technical Information:</b> Email client.</li> <li>• <b>User Interaction &amp; Behavior:</b> Click rates, open rates.</li> <li>• <b>Engagement Metrics:</b> Email engagement summaries and campaign engagement reports.</li> </ul>
<p><b>Cloudflare</b></p> <p>Privacy Policy: <a href="https://www.cloudflare.com/privacypolicy/">https://www.cloudflare.com/privacypolicy/</a></p>	<p>Web performance and security services used for</p> <ul style="list-style-type: none"> <li>• DNS management and DDoS mitigation for <a href="#">Girls Who Code HQ</a> platform.</li> </ul>	<p>Data processed by Cloudflare and shared with Girls Who Code for security incident debugging and other analytics.</p> <ul style="list-style-type: none"> <li>• <b>Identifiers/Location Information:</b> IP addresses.</li> <li>• <b>Technical Information:</b> IP addresses, HTTP Headers, Protocol Data, Browser and device details, Security and performance metrics.</li> <li>• <b>Site Usage Metrics:</b> Traffic routing data, Request counts, Bandwidth usage.</li> <li>• <b>Engagement Metrics:</b> Bounce rates.</li> <li>• <b>Error &amp; Performance Data:</b> HTTP status codes, load times, failures.</li> <li>• <b>Logs:</b> Access and error logs, Security-related activity reports.</li> </ul>
<p><b>Contentful</b></p> <p>Privacy Policy: <a href="https://www.contentful.com/legal/privacy-at-contentful/privacy-notice/">https://www.contentful.com/legal/privacy-at-contentful/privacy-notice/</a></p>	<p>Content management system used to:</p> <ul style="list-style-type: none"> <li>• build and maintain the curriculum available in <a href="#">Girls Who Code HQ</a>.</li> </ul>	<p>No user information is shared or accessible in Contentful. However, Contentful curriculum IDs are stored in the AWS database to track a user's progress through the curriculum when an activity is marked as "done."</p>
<p><b>Discord</b></p>	<p>Communication and collaboration platform where participants join a Girls Who Code server to:</p>	<p>Discord collects data when users create and use their accounts. They use the data collected to operate the platform, maintain security, and comply with their terms of service. Data collected includes:</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Usernames, Discord IDs, and unique server roles.</li> </ul>

<p>Privacy Policy: <a href="https://discord.com/privacy">https://discord.com/privacy</a></p>	<ul style="list-style-type: none"> <li>access program resources, interact with peers, and engage in activities related to Girls Who Code-led services.</li> </ul>	<ul style="list-style-type: none"> <li><b>Account Registration Info:</b> Username, password, and account creation details.</li> <li><b>Contact Info:</b> Email address associated with the account.</li> <li><b>Location Information:</b> IP address, timezone (collected automatically).</li> <li><b>Technical Information:</b> Device type, operating system, and app version used to access Discord.</li> <li><b>User Interaction &amp; Behavior:</b> Frequency of server visits, messages sent, and channels accessed.</li> <li><b>Engagement Metrics:</b> Time spent in the server, number of interactions (messages, reactions).</li> <li><b>Logs:</b> Login timestamps, server join/leave records.</li> </ul> <p>When users request to join the Girls Who Code Discord server and are assigned roles after their username is confirmed. Girls Who Code uses participant data within the server for program facilitation and engagement purposes. Access to personal data is limited to server activity and contributions made by participants:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Usernames, Discord IDs, and assigned server roles.</li> <li><b>User-Generated Content:</b> Messages, files, or media shared by participants in Girls Who Code server channels.</li> <li><b>Engagement Metrics:</b> Activity levels (e.g., number of messages sent, reactions given) related to the Girls Who Codes server.</li> <li><b>Logs:</b> Records of when users join or leave the GWC Discord server.</li> </ul>
<p><b>DocuSign</b></p> <p>Privacy Policy: <a href="https://www.docuSign.com/privacy">https://www.docuSign.com/privacy</a></p>	<p>An electronic signature and document management platform used to:</p> <ul style="list-style-type: none"> <li>securely sign, send, and manage digital documents and agreements online, such as MOUs, Consent forms, and Technology Agreements.</li> </ul>	<p>When offered a placement in a GWC program, participants or their parents (if the participant is under 18) receive an email from DocuSign to review agreements, provide consent, and sign. DocuSign collects the following information when signing documents:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Signers name, email address, IP address, and unique signature ID.</li> <li><b>Technical Information:</b> Device type, operating system, and browser version.</li> <li><b>Consent:</b> Data Sharing, Media Release, In-person event participation</li> <li><b>User Interaction &amp; Behavior:</b> Timestamped actions such as document viewing, signing, and submission.</li> <li><b>Logs:</b> Audit trail of user activity related to the document (e.g., when the document was opened, signed, and completed).</li> </ul> <p>Shared with Girls Who Code:</p> <ul style="list-style-type: none"> <li>Completed forms and any user-provided information within the signed documents (e.g., Participant Name, Parent Name (if under 18), signature, and responses to consent-related questions).</li> <li><b>User Interaction &amp; Behavior:</b> Timestamped actions such as document viewing, signing, and submission.</li> </ul>
<p><b>Elastic</b></p> <p>Privacy Policy: <a href="https://www.elastic.co/legal/privacy-statement">https://www.elastic.co/legal/privacy-statement</a></p>	<p>Observability platform used to:</p> <ul style="list-style-type: none"> <li>Monitor, log, and analyze the performance and health of <a href="#">Girls Who Code HQ Platform</a>. This includes tracking events, debugging issues, and ensuring optimal platform performance.</li> </ul>	<p>Data processed by Elastic and shared with Girls Who Code:</p> <ul style="list-style-type: none"> <li><b>Technical Information:</b> Usage data,</li> <li><b>Error &amp; Performance Data:</b> Error reports, Performance insights.</li> <li><b>Logs:</b> Application monitoring data, Server, and query logs.</li> </ul> <p>A <a href="#">rollover</a> happens when the index is 50GB in size or 30 days old.</p>
<p><b>Eventbrite</b></p> <p>Privacy Policy: <a href="https://www.eventbrite.com/help/en-us/articles/460838/eventbrite-privacy-policy/">https://www.eventbrite.com/help/en-us/articles/460838/eventbrite-privacy-policy/</a></p>	<p>Event management and ticketing platform used to:</p> <ul style="list-style-type: none"> <li>allow prospective staff to register for Virtual Info Sessions</li> <li>register participants for in-person meetups.</li> </ul>	<p>Eventbrite collects the following types of personal information when a user gets tickets for an event:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Attendee names, unique ticket or order numbers.</li> <li><b>Account Registration Info:</b> Usernames and passwords (if an Eventbrite account is created).</li> <li><b>Contact Info:</b> Email addresses, phone numbers.</li> <li><b>Demographic Info:</b> Age, gender, or other demographic details (if requested during event registration).</li> <li><b>Accommodations:</b> Travel requirements, dietary preferences,(only for in person events)</li> <li><b>Location Information:</b> IP addresses.</li> <li><b>Attendance:</b> Check-in status, session participation.</li> <li><b>User Interaction &amp; Behavior:</b> Pages visited, links clicked, and other engagement metrics on the Eventbrite platform.</li> <li><b>Technical Information:</b> Device type, operating system, browser type.</li> </ul>

		<ul style="list-style-type: none"> <li>● <b>Logs:</b> Access times, and transaction records.</li> </ul> <p>Shared with Girls Who Code when an Event Attendee registers for a Girls Who Code-hosted event:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Attendee names, ticket or order numbers.</li> <li>● <b>Contact Info:</b> Email addresses, phone numbers.</li> <li>● <b>Demographic Info:</b> Any demographic information collected during registration.</li> <li>● <b>Attendance:</b> Check-in status, session participation.</li> <li>● <b>Program Participation:</b> Details about events attended, and ticket types selected.</li> <li>● <b>Feedback:</b> Responses to post-event surveys or evaluations.</li> </ul>
<p><b>Gifts.com</b></p> <p>Privacy Policy:  <a href="https://www.gifts.com/info/privacypolicy">https://www.gifts.com/info/privacypolicy</a></p>	<p>A gift fulfillment platform used to:</p> <ul style="list-style-type: none"> <li>● purchase and send digital gift cards to participants as part of incentive or assistance programs.</li> <li>● purchase and ship physical gifts or program-related items directly to participants.</li> </ul>	<p>Girls Who Code imports participant data into Gifts.com in order to send digital gift cards or ship physical items, specifically for College Loops participants. The following types of data may be collected or processed:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Participant names or unique order IDs.</li> <li>● <b>Contact Info:</b> Email addresses for digital gift card delivery and shipping addresses for physical items.</li> <li>● <b>Location Information:</b> Shipping details for physical deliveries.</li> <li>● <b>Logs:</b> Transaction timestamps and activity records.</li> </ul> <p>Gifts.com provides the following information back to Girls Who Code to track deliveries:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Order details, tracking numbers, and delivery confirmations.</li> <li>● <b>Contact Info:</b> Confirmation of email delivery for digital cards and shipping updates for physical items.</li> <li>● <b>Logs:</b> Activity records for debugging.</li> </ul>
<p><b>Google Analytics</b></p> <p>Privacy Policy:  <a href="https://policies.google.com/technologies/partner-sites">https://policies.google.com/technologies/partner-sites</a></p>	<p>Web analytics tool used to:</p> <ul style="list-style-type: none"> <li>● Track website traffic, user behavior, and engagement metrics. For the <b>Girls Who Code HQ</b> platform. This helps improve performance and user experience through data-driven insights.</li> </ul>	<p>Data processed by Google Analytics:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> IP addresses.</li> <li>● <b>Demographic:</b> Aggregated and anonymized demographic data (user attributes by location, gender, and age range) for select regions</li> <li>● <b>Technical Information:</b> Browser type, device category, operating system, network provider.</li> <li>● <b>Site Usage Metrics:</b> Page views, session duration, bounce rates, and unique user counts, events tracked (e.g., button clicks, downloads, or video plays)</li> <li>● <b>Logs:</b> Access and navigation records (e.g., entry and exit pages, user flow).</li> </ul> <p>Data shared with Girls Who Code is in aggregated or anonymized reports</p> <p>Aggregated Metrics and Insights:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> IP addresses.</li> <li>● <b>Demographic:</b> Demographic distributions (anonymized).</li> <li>● <b>Location Information:</b> Geographic trends (e.g., city, region, country) derived from anonymized IP addresses.</li> <li>● <b>Technical Information:</b> Browser, device, and operating system breakdowns.</li> <li>● <b>Site Usage Metrics:</b> Page performance (e.g., time on page, exit rates), session data, bounce rates, and similar metrics,</li> <li>● <b>User Interaction &amp; Behavior:</b> custom events and goals</li> <li>● <b>Engagement Metrics:</b> session duration, active users, and repeat visits (lifecycle).</li> <li>● <b>Logs:</b> Navigation data (e.g., entry and exit pages, user flow through the site), Traffic sources (e.g., referrer paths, campaign data, channels).</li> </ul>
<p><b>Google Authentication Service</b></p> <p>*Use is optional</p> <p>Privacy Policy:  <a href="https://developer.google.com/terms/api-services-user-data-policy">https://developer.google.com/terms/api-services-user-data-policy</a></p>	<p>Identifiers provider used to:</p> <ul style="list-style-type: none"> <li>● Sign in to the <b>Girls Who Code HQ</b> platform.</li> </ul>	<p>Data processed when a user uses the Google Authentication Service:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Account IDs, email addresses.</li> <li>● <b>Technical Information:</b> Device and IP details.</li> <li>● <b>Logs:</b> Authentication records.</li> </ul> <p>Girls Who Code does not share personal information with Google for this service. Google shares some data with Girls Who Code:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Verified user credentials/authentication tokens, email addresses, and first and last names. We do not process account passwords.</li> </ul>

<p><b>Google Forms</b></p> <p>Privacy Policy: <a href="https://cloud.google.com/privacy">https://cloud.google.com/privacy</a></p>	<p>A form-building tool used to collect and organize information for various operational and programmatic needs used to</p> <ul style="list-style-type: none"> <li>collect and organize information for internal operations and program activities, including partner support, staff onboarding, and community partner management.</li> </ul>	<p>A Google Form may be created to collect quick feedback from GWC-Led Program stakeholders. Data collected may include:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Names, third party usernames (e.g. Discord, LinkedIn where applicable)</li> <li><b>Contact Info:</b> Email addresses, mailing addresses.</li> <li><b>Demographic:</b> Date of Birth (age)</li> <li><b>School Enrollment :</b>College/University Name, College Graduation Year</li> <li><b>Accommodations:</b> Accessibility requirements, dietary restrictions, special needs (rarely collected), travel logistics and preferences</li> <li><b>User-Generated Content:</b> Bios, headshots, and stories provided by users.</li> <li><b>Feedback:</b> Responses to satisfaction surveys, recruitment resource evaluations, and participant testimonials.</li> </ul> <p>All collected data is accessible to Girls Who Code:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Names, Discord usernames, Repl.it usernames.</li> <li><b>Contact Info:</b> Email addresses, and mailing addresses for swag distribution.</li> <li><b>User Generated Content:</b> Bios, headshots, and user stories.</li> <li><b>Feedback:</b> Satisfaction survey results and participant testimonials.</li> </ul>
<p><b>Google Voice</b></p> <p>*User opt-in required</p> <p>Privacy Policy: <a href="https://policies.google.com/technologies/voice?hl=en-US">https://policies.google.com/technologies/voice?hl=en-US</a></p>	<p>Telephone service used to:</p> <ul style="list-style-type: none"> <li>Make and receive calls, send text messages, and handle voicemails for special circumstances like accommodation, tech return, and enrollment reminders</li> </ul>	<p>Data Collected by Google Voice:</p> <ul style="list-style-type: none"> <li><b>Identifier/Contact Info:</b> Phone numbers.</li> <li><b>Communications:</b> Call logs, message content.</li> <li><b>Logs:</b> Call timestamps and durations.</li> </ul> <p>Data Shared with GWC:</p> <ul style="list-style-type: none"> <li><b>Communications:</b> Transcriptions and summaries of messages</li> </ul>
<p><b>Happy Fox</b></p> <p>Privacy Policy: <a href="https://www.happyfox.com/privacy-policy/">https://www.happyfox.com/privacy-policy/</a></p>	<p>Customer support and help desk software used to:</p> <ul style="list-style-type: none"> <li>Manage support inquiries, tickets, and communication for specific GWC-Led Programs in order to provide efficient and timely support services.</li> </ul>	<p>Data processed by HappyFox and shared with Girls Who Code when a user submits a support ticket via email or slack:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Names, ticket IDs.</li> <li><b>Contact Info:</b> Email addresses.</li> <li><b>User-Generated Content:</b> Support ticket details, Resolutions, and ticket summaries.</li> </ul> <p>*Some support tickets may include incidental personal information about program Participants in the context of the support ticket generated by Program Personnel.</p>
<p><b>IBM SkillsBuild</b></p> <p>Privacy Policy: <a href="https://www.ibm.com/us-en/privacy">https://www.ibm.com/us-en/privacy</a></p>	<p>IBM SkillsBuild is an external learning platform that Girls Who Code may direct participants to for self-paced learning paths, skill development, and completion of designated activities.</p> <p>Girls Who Code uses participation and completion data returned by IBM SkillsBuild to:</p> <ul style="list-style-type: none"> <li>verify participant engagement and program participation,</li> <li>track progress toward learning milestones,</li> <li>administer incentives, and</li> <li>send follow-up communications such as end-of-program surveys.</li> </ul>	<p>Participants create and manage their own IBM SkillsBuild accounts directly with IBM and agree to IBM’s privacy policy and terms of use. IBM SkillsBuild collects and processes participant information in accordance with its own privacy policy, including account registration and learning activity data.</p> <p><b>Data shared by IBM SkillsBuild with Girls Who Code:</b> IBM provides Girls Who Code with limited participant data related to activity participation and completion, including:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Participant name</li> <li><b>Contact Info:</b> Email address</li> <li><b>Location Information:</b> Country</li> <li><b>Program Participation:</b> Name of activity completed, Progress status (e.g., In Progress or Complete), Completion date (if applicable)</li> </ul> <p>Girls Who Code uses the email address solely to match participation records and to communicate with participants regarding incentives, program follow-ups, or surveys. No login credentials or account passwords are shared with Girls Who Code.</p>
<p><b>Kotis</b></p> <p>Privacy Policy:</p>	<p>Custom merchandise and promotional products provider used to:</p>	<p>Data processed by Kotis when imported by Girls Who Code to send flyers and other swag:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Order IDs, Names</li> </ul>

<p><a href="https://go.kotisdesign.com/privacy-policy/">https://go.kotisdesign.com/privacy-policy/</a></p>	<ul style="list-style-type: none"> <li>Send flyers and swag to stakeholders to support recruitment or incentives.</li> </ul>	<ul style="list-style-type: none"> <li><b>Contact Info:</b> Shipping addresses.</li> <li><b>Employment Information:</b> School Organization (if shipping to an employee of a school)</li> </ul> <p>After their order is placed by Girls Who Code or the end user, Girls Who Code can view order details for approval. Once the order is approved, GWC staff can view it on the Kotis portal</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Order confirmations, Partial Name</li> <li><b>Contact Info:</b> Shipping address, email (if applicable)</li> <li><b>Shipment Details:</b> Order details, Delivery status</li> </ul>
<p><b>Lever</b></p> <p>Privacy Policy: <a href="https://www.lever.co/privacy-notice/">https://www.lever.co/privacy-notice/</a></p>	<p>Recruitment and applicant tracking system used to:</p> <ul style="list-style-type: none"> <li>Manage job postings, candidate sourcing and tracking, interview scheduling, collaborative feedback tools, and analytics to support data-driven decision-making throughout the hiring process.</li> </ul>	<p>Girls Who Code uses the Lever platform to post applications for job positions for Girls Who Code Led Personnel job positions. Girls Who Code can customize the data collected to facilitate the recruitment process and manage candidate information. Identifiers: Names, unique applicant IDs.</p> <ul style="list-style-type: none"> <li><b>Account Registration Info:</b> Usernames and passwords for Lever accounts (if applicable).</li> <li><b>Contact Info:</b> Email addresses, phone numbers.</li> <li><b>Professional, Employment, or Volunteer Information:</b> Resumes, cover letters, job history, skills, and qualifications.</li> <li><b>Demographic Info:</b> Gender, Preferred Pronouns, Ethnicity</li> <li><b>Education Information:</b> Major/Minor Intended or Declared, Degree Attained</li> <li><b>School Enrollment:</b> University Name</li> <li><b>Location Information:</b> Timezone</li> <li><b>Program Participation / Interest:</b> Previous Girls Who Code Position</li> <li><b>User-Generated Content:</b> Responses to application questions, assessments, and any additional information provided by the candidate.</li> </ul> <p>After applying, the Lever platform enables features to schedule interviews and communicate application statuses. Additionally, Lever automatically collects data to support troubleshooting and improve the platform experience. Shared with Girls Who Code: To evaluate candidates, make hiring decisions, communicate with applicants, and maintain records of the recruitment process.</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Names, unique applicant IDs.</li> <li><b>Communications:</b> Email notifications and automated notifications</li> <li><b>Technical Information:</b> Device type, operating system, browser type.</li> <li><b>User Interaction &amp; Behavior:</b> Application status, stages in the recruitment process, interview scheduling</li> <li><b>Logs:</b> Access times, and activity records.</li> </ul>
<p><b>Live Alumni</b></p> <p>Privacy Policy: <a href="https://www.livealumni.com/privacy-policy">https://www.livealumni.com/privacy-policy</a></p>	<p>An alumni data enrichment and analytics platform used to:</p> <ul style="list-style-type: none"> <li>match and verify alumni profiles using LinkedIn and other publicly available professional sources</li> <li>support program outcomes research, alumni engagement analysis, and operational reporting</li> <li>enhance alumni records with updated employment, and education information</li> </ul>	<p>Girls Who Code shares limited alumni information with Live Alumni in order to match records and return updated data points that support research and program outcome analysis. Girls Who Code provides the following information to Live Alumni for profile matching or enrichment:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Name (First, Middle if included, Last)</li> <li><b>Contact Info:</b> Email address</li> <li><b>Professional, Employment, or Volunteer Information:</b> LinkedIn URL (if provided), Job title, Company/Organization (if provided)</li> <li><b>Education Information:</b> School name, Major (if provided)</li> </ul> <p>Live Alumni processes this information solely to perform data enrichment and reporting services on behalf of Girls Who Code and returns enhanced datasets for GWC's operational and research use. Live Alumni returns the following information to Girls Who Code:</p> <ul style="list-style-type: none"> <li><b>Professional, Employment, or Volunteer Information:</b> Updated or verified job title, employer, industry, employment history</li> <li><b>Education Information:</b> Updated or verified degree, major, institution, and graduation details</li> <li><b>Identifiers:</b> Internal matching IDs or "match codes" indicating whether a profile was successfully matched</li> <li><b>Logs:</b> Match results, enrichment completion status, and timestamped processing activity</li> </ul>
<p><b>MailChimp</b></p> <p>Privacy Policy: <a href="https://mailchimp.com/legal/">https://mailchimp.com/legal/</a></p>	<p>Marketing Platform used to:</p> <ul style="list-style-type: none"> <li>create landing pages and analyze visitor interactions and engagement with specific content.</li> </ul>	<p>When a user visits a Mailchimp landing page, the following data is collected.</p> <ul style="list-style-type: none"> <li><b>Technical Information:</b> Device type, browser, operating system, and IP address.</li> <li><b>Site Usage Metrics:</b> Interaction with the landing page, such as clicks or time spent.</li> </ul>

		<ul style="list-style-type: none"> <li>● <b>Engagement Metrics:</b> Submission rates, form completion rates.</li> <li>● <b>Logs:</b> Timestamps of access records.</li> </ul> <p>Girls Who Code is able to view the following information about landing page visitors:</p> <ul style="list-style-type: none"> <li>● <b>Technical Information:</b> Data about the user's device, operating system, browser type, and IP address.</li> <li>● <b>Site Usage Metrics:</b> Statistics on how users interact with the landing pages, including page views and time spent.</li> <li>● <b>Engagement Metrics:</b> Submission rates, form completion rates.</li> <li>● <b>Logs:</b> Timestamps of access records.</li> </ul>
<b>Meta Platforms, Inc. (Meta Pixel)</b>	<p>Advertising and conversion tracking technology used on certain program-related forms or pages to:</p> <ul style="list-style-type: none"> <li>● Measure form submissions or other conversion events</li> <li>● Understand the effectiveness of marketing campaigns</li> <li>● Support audience creation or retargeting related to GWC programs</li> </ul>	<p>When implemented on certain program-related forms or pages (including forms hosted via Alchemer), the Meta Pixel collects and processes the following categories of data:</p> <ul style="list-style-type: none"> <li>● <b>Online Identifiers:</b> Cookie identifiers, Pixel identifiers, Event identifiers, IP address</li> </ul> <p><i>These data elements may be converted by Meta into a hashed or pseudonymous format using industry-standard cryptographic techniques before being used for matching, conversion measurement, or audience creation.</i></p> <ul style="list-style-type: none"> <li>● <b>Contact Information (Processed in Hashed or Pseudonymous Form):</b> Email address, Phone number, First and last name</li> <li>● <b>Demographic and Location Signals (Hashed or Inferred):</b> City, state, ZIP/postal code, Gender</li> </ul> <p><i>These signals may be derived from or matched using hashed identifiers or inferred by Meta based on its platform data.</i></p> <ul style="list-style-type: none"> <li>● <b>Technical Information:</b> Browser type, Operating system, Device type, Referring URLs, Timestamp information</li> <li>● <b>User Interaction and Behavioral Data:</b> Page views, Form views, Form submissions or completion events, Conversion events associated with program applications or registrations</li> <li>● <b>Logs and Event Metadata:</b> Event timestamps, Interaction metadata related to conversion tracking</li> </ul> <p>Hashed or pseudonymous data remains subject to Meta's privacy practices and is not anonymous. Meta may use this information to measure conversions, create or refine audiences, and support retargeting in accordance with its privacy policy and applicable law.</p>
<b>Mogli SMS</b> *User opt-in required  Privacy Policy: <a href="https://www.mogli.com/privacy-policy-terms-and-conditions">https://www.mogli.com/privacy-policy-terms-and-conditions</a>	<p>Integrated messaging solution within Salesforce used to facilitate communication via SMS:</p> <ul style="list-style-type: none"> <li>● send text message notifications with updates, next steps, reminders about enrollment-related steps to take, program reminders, and Inquiry support when students reply to a text message.</li> </ul>	<p>Girls Who Code sends text messages to applicants or participants using the phone numbers and names provided during applications. The following information is shared with Mogli:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Phone numbers of message recipients.</li> <li>● <b>Contact Info:</b> Phone numbers associated with message recipients.</li> <li>● <b>User-Generated Content:</b> Content of SMS messages sent and received.</li> </ul> <p>Mogli SMS processes the following information when a text message is sent:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Phone numbers of message recipients.</li> <li>● <b>Contact Info:</b> Phone numbers associated with message recipients.</li> <li>● <b>User-Generated Content:</b> Content of SMS messages sent and received.</li> <li>● <b>Technical Information:</b> Message metadata, including timestamps and delivery status.</li> </ul> <p><b>Note:</b> All data needed to send SMS messages (phone number, name) and the record of the message sent comes directly from or is stored on Salesforce records.</p>
<b>Mr. Snackbox</b> Privacy Policy: <a href="https://mrsnackbox.com/privacy">https://mrsnackbox.com/privacy</a>	<p>A snack-box and small-goods fulfillment service used to:</p> <ul style="list-style-type: none"> <li>● send prepackaged snack boxes or small program-related items to participants for events, incentives, and engagement.</li> <li>● manage packing, shipping, and delivery of physical goods on</li> </ul>	<p>Girls Who Code provides participant information to Mr. Snackbox in order to ship snack boxes or other physical goods. The following types of data may be collected or processed:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Participant names or unique order IDs.</li> <li>● <b>Contact Info:</b> Shipping addresses for physical deliveries; email addresses if delivery notifications are used.</li> <li>● <b>Location Information:</b> Shipping details and carrier-required delivery information.</li> <li>● <b>Financial Information:</b> Payment details and transaction amounts.</li> <li>● <b>Technical Information:</b> Browser type, operating system, and IP address (when using an online ordering portal).</li> <li>● <b>Logs:</b> Order submission timestamps, fulfillment activity records</li> </ul>

	<p>behalf of Girls Who Code.</p>	<p>Mr. Snackbox provides the following information back to Girls Who Code to track deliveries:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Order details, tracking numbers, and delivery confirmations.</li> <li>● <b>Contact Info:</b> Shipping updates.</li> <li>● <b>Logs:</b> Fulfillment activity records and error logs.</li> </ul>
<p><b>National Student Clearinghouse (NSC)</b></p> <p>Privacy Policy: <a href="https://www.studentclearinghouse.org/privacy-policy/">https://www.studentclearinghouse.org/privacy-policy/</a></p>	<p>A nationwide education verification and outcomes reporting service used to:</p> <ul style="list-style-type: none"> <li>● verify postsecondary enrollment, degree completion, and academic progress of Girls Who Code participants</li> <li>● support longitudinal outcomes research, program evaluation, and mission-aligned reporting</li> <li>● improve accuracy of participant education records through verified institutional updates</li> </ul>	<p>Girls Who Code provides participant information to the National Student Clearinghouse to request enrollment verification or degree outcome reports. NSC processes this information solely to perform verification and outcomes reporting on behalf of Girls Who Code and returns verified education records that support research and program evaluation.</p> <p>Girls Who Code provides NSC with the following data to perform enrollment and degree verification:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> First Name, Middle Initial, Last Name</li> <li>● <b>Student Record Identifiers:</b> Case Safe ID (or equivalent matching ID used in NSC templates)</li> <li>● <b>Demographic Information:</b> Birthdate (if required for match confirmation)</li> </ul> <p>NSC returns the following information to Girls Who Code, depending on the verification request:</p> <ul style="list-style-type: none"> <li>● <b>Education Information:</b> Enrollment status, institution name(s), degree(s) earned, major(s), attendance dates, and completion dates</li> <li>● <b>Logs:</b> Verification request status, match outcomes, and timestamped processing records</li> </ul>
<p><b>One Trust</b></p> <p>Privacy Policy: <a href="https://www.onetrust.com/trust/">https://www.onetrust.com/trust/</a></p>	<p>A privacy, consent, and preference management platform used to:</p> <ul style="list-style-type: none"> <li>● display cookie banners and consent notices to users</li> <li>● manage cookie consent and tracking preferences across Girls Who Code digital properties</li> <li>● record, store, and enforce user consent choices</li> <li>● support compliance with applicable privacy and data protection laws</li> </ul>	<p>Girls Who Code uses OneTrust to manage user consent for cookies and similar tracking technologies. OneTrust processes information to determine whether optional cookies or third-party technologies may be activated based on a user's preferences and to maintain records of consent decisions. Data processed by OneTrust may include:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Anonymous consent IDs or preference record identifiers</li> <li>● <b>Device and Technical Information:</b> Browser type, operating system, device type</li> <li>● <b>Location Information:</b> Approximate geographic location (e.g., country or region) derived from IP address</li> <li>● <b>Consent Information:</b> User cookie preferences, consent status, consent timestamps, and version of consent notice displayed</li> <li>● <b>Logs:</b> Consent interaction records and audit logs required for compliance reporting</li> </ul> <p>OneTrust does not receive participant application data or program-related personal information and processes data solely for consent and compliance management purposes on behalf of Girls Who Code.</p>
<p><b>Pay Pal</b></p> <p>Privacy Policy: <a href="https://www.paypal.com/us/legal/hub/paypal/privacy-full">https://www.paypal.com/us/legal/hub/paypal/privacy-full</a></p>	<p>Online payment system for money transfers and payments used to:</p> <ul style="list-style-type: none"> <li>● To send money to International participants or their families as part of incentive or assistance programs.</li> </ul>	<p>Girls Who Code inputs the full name and email address of the parent or family member associated with their PayPal account to facilitate payments securely. Data processed by PayPal:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Full names and unique transaction IDs.</li> <li>● <b>Contact Info:</b> Email addresses associated with the recipient's PayPal account.</li> <li>● <b>Financial Information:</b> Payment amounts, currency, and transaction metadata.</li> <li>● <b>Logs:</b> Payment timestamps, transaction status, and activity records.</li> </ul> <p>Data shared back with Girls Who Code:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Confirmation of recipient names and transaction IDs.</li> <li>● <b>Financial Information:</b> Payment status and completion records.</li> <li>● <b>Contact Info:</b> Email address confirmation tied to the PayPal transaction.</li> </ul>
<p><b>Replit</b></p> <p>Privacy Policy: <a href="https://replit.com/privacy-policy">https://replit.com/privacy-policy</a></p>	<p>Online coding platform and IDE used to. Girls Who Code administers access to Replit Core licenses for eligible participants by assigning licenses at the account level</p>	<p>Replit collects information in accordance with its own privacy policy, including:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Name, username, unique account ID</li> <li>● <b>Account Registration Info:</b> Username, password</li> <li>● <b>Contact Info:</b> Email address associated with the account</li> <li>● <b>User-Generated Content:</b> Code, projects, and other content created on the platform</li> </ul>

	<p>for a defined duration in order to:</p> <ul style="list-style-type: none"> <li>• provide program participants with access to coding environments</li> </ul> <p>Participants create and manage their own Replit accounts directly with Replit and agree to Replit's privacy policy and terms of use. Girls Who Code does not collect or manage participant login credentials.</p>	<ul style="list-style-type: none"> <li>• <b>Technical Information:</b> Device type, browser, operating system, IP address</li> <li>• <b>User Interaction &amp; Behavior:</b> Coding activity, time spent on projects, collaboration metrics</li> <li>• <b>Engagement Metrics:</b> Project activity and usage logs</li> <li>• <b>Logs:</b> Login timestamps and activity records</li> </ul> <p>To provision Replit Core licenses, Girls Who Code provides Replit with limited information:</p> <ul style="list-style-type: none"> <li>• <b>Contact Info:</b> Email address associated with the participant's Replit account</li> <li>• <b>Program Administration Data:</b> Core license duration (start and end date), Activation status</li> </ul> <p>Girls Who Code does <b>not</b> receive participant passwords, does <b>not</b> access private code or projects, and does <b>not</b> receive detailed usage analytics beyond license administration. Replit Core access is time-limited and managed solely for program participation purposes.</p>
<p><b>Salesforce</b></p> <p>Privacy Policy: <a href="https://www.salesforce.com/company/privacy/full_privacy/">https://www.salesforce.com/company/privacy/full_privacy/</a></p>	<p>A customer relationship management (CRM) platform used to:</p> <ul style="list-style-type: none"> <li>• manage organizational data and workflows through integrations with other service providers and platforms.</li> <li>• track participant, partner, donor, and program data for Girls Who Code.</li> <li>• organize communications and engagement history with participants and stakeholders.</li> <li>• facilitate reporting and data analysis to evaluate program outcomes.</li> </ul>	<p>Girls Who Code Data integrated data to and from other systems through secure API or managed packages that pass the security criteria for the Salesforce App Exchange. The type of information varies greatly depending on the Program or Service but generally, the data processed may include:</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Names, Usernames (eg LinkedIn, Discord, etc...), Unique User IDs</li> <li>• <b>Contact Info:</b> Email Addresses, Phone Numbers, Mailing/Home Address (Street, City, State, Zipcode)</li> <li>• <b>Demographic Info:</b> Age (Date of Birth), Gender, Preferred Pronouns, Race/Ethnicity, Languages Spoken, Free &amp; Reduced Lunch Status, First Generation Status.</li> <li>• <b>Location Information:</b> Country of Residence, Timezone, Mailing/Shipping Address (Street, City, State, Zipcode).</li> <li>• <b>School Enrollment:</b> School Name, School Type, School Location (City, State, District), College/University Name, College Graduation Year, Expected Graduation Year.</li> <li>• <b>Education Information:</b> Major/Minor (Intended or Declared), Degree Attained.</li> <li>• <b>Professional, Employment, or Volunteer Information:</b> Career Path Interest, Job Title, Company/Organization Name, Locations Interested in Working, Resumes, Cover Letters, Job History, Skills, and Qualifications, Background Check Results.</li> <li>• <b>Program Participation / Interest:</b> Enrollment in Programs or Events, Previous Program Participation Details (e.g., Girls Who Code Programs, Simulations Completed), Course Completion Status.</li> <li>• <b>User Generated Content:</b> Open-Ended Responses, Uploaded Files (e.g., Resumes, Project Images), Responses to Application Questions, CS Skills &amp; Experience, Computer/Laptop &amp; Wifi Access.</li> <li>• <b>Feedback:</b> "How did you hear about the Program?"</li> <li>• <b>Parent/Guardian Info:</b> Names, Emails, Relationship to Participant.</li> <li>• <b>Accommodations:</b> Accessibility Requirements, Dietary Preferences, Special Needs.</li> <li>• <b>Attendance:</b> Attendance Status, Attendance Comments.</li> <li>• <b>Engagement Metrics:</b> Number of Applications Started or Completed, Open and Click Rates (Yesware), Course Completion Status, Certificates.</li> <li>• <b>Consent:</b> Agreement to Terms or Policies, Text Opt-Out, Code of Conduct Agreement, Media Consent, Consent to Share Info with Corporate Sponsors.</li> <li>• <b>Financial Information:</b> Payment Details and Transaction Amounts, Household Size &amp; Income (for grant applications), Payment Statuses and Reimbursement Details.</li> <li>• <b>User Interaction &amp; Behavior:</b> Application Progress, Submission Status or Timestamps.</li> </ul> <p>Salesforce (including embedded EnrollmentRx Forms) may include third-party tracking or conversion technologies (e.g., Meta Pixel) implemented by Girls Who Code, which collect information in accordance with the applicable third-party privacy policies and GWC's tracking disclosures.</p>
<p><b>Slack</b></p> <p>Privacy Policy: <a href="https://slack.co">https://slack.co</a></p>	<p>Program Personnel Slack Workspace (Separate Instance) - A separate Slack environment used exclusively by temporary program</p>	<p><b>Program Personnel Slack Workspace</b></p> <p>Limited participant information may be shared as part of managing program delivery, consistent with Girls Who Code policies and contractual requirements.</p>

<a href="https://www.girlswhocode.com/trust/privacy/privacy-policy">m/trust/privacy/privacy-policy</a>	<p>personnel (e.g., hired instructional staff) to</p> <ul style="list-style-type: none"> <li>• communicate while programs are running.</li> <li>• Support day-to-day program operations, coordination, and issue resolution during active program sessions.</li> </ul>	<p>All use of Slack is governed by Slack’s privacy policy and Girls Who Code’s data handling practices.</p>
<p><b>Smarty</b> Privacy Policy: <a href="https://www.smartystudy.com/legal/privacy-policy">https://www.smartystudy.com/legal/privacy-policy</a></p>	<p>An address verification platform that ensures accurate mailing information.</p> <ul style="list-style-type: none"> <li>• Validates participant mailing addresses to ensure accurate deliveries.</li> </ul>	<p>Data processed by Smarty via an integration with our core application platforms (Alchemer and Survey Monkey Apply) and shared with Girls Who Code:</p> <ul style="list-style-type: none"> <li>• <b>Location Info:</b> Addresses for validation / Validated address</li> </ul>
<p><b>Smug Mug</b> Privacy Policy: <a href="https://www.smugmug.com/about/privacy">https://www.smugmug.com/about/privacy</a></p>	<p>Photo storage and sharing platform used by Girls Who Code to</p> <ul style="list-style-type: none"> <li>• securely store and share event or program-related photos with participants, staff, and community partners.</li> <li>• facilitate easy retrieval of photos for communications, marketing, or participant access.</li> </ul> <p>Photos uploaded to SmugMug may include metadata or location details based on the original image properties. Girls Who Code ensures that all shared photos comply with applicable consent and privacy agreements.</p>	<p>Girls Who Code may host photos from in-person events on Smug Mug. When someone views photos on SmugMug, the platform may collect certain data to improve user experience, manage traffic, and provide security. While viewing photos on SmugMug itself typically does not require the user to log in, some data might still be collected in the background, including:</p> <ul style="list-style-type: none"> <li>• <b>User-Generated Content:</b> Photos and images uploaded to the platform.</li> <li>• <b>Identifiers:</b> Metadata associated with photos, such as filenames or tags.</li> <li>• <b>Location Information:</b> Geotags embedded in photos (if enabled by the uploader).</li> <li>• <b>Technical Information:</b> File properties, such as size, format, and resolution.</li> <li>• <b>Logs:</b> Upload and download timestamps for tracking activity.</li> </ul> <p>Additionally, participants or stakeholders may purchase photos directly from the platform.</p> <ul style="list-style-type: none"> <li>• <b>Financial Information:</b> Payment details, including billing address, payment method, and transaction amounts (for photo purchases).</li> <li>• <b>Contact Info:</b> Names, email addresses, and shipping details (if applicable for physical photo purchases).</li> </ul> <p>Girls Who Code does not directly manage payment processing for purchases made through SmugMug but relies on SmugMug’s secure systems.</p>
<p><b>Snap Pixel (Snapchat)</b> Privacy Policy: <a href="https://values.snap.com/privacy/privacy-center">https://values.snap.com/privacy/privacy-center</a></p>	<p>Advertising and conversion tracking technology used on certain program-related forms or web pages to:</p> <ul style="list-style-type: none"> <li>• measure form submissions or other conversion events,</li> <li>• evaluate the effectiveness of outreach and marketing campaigns, and</li> <li>• support ad optimization, attribution, and reporting related to Girls Who Code programs.</li> </ul>	<p>When implemented on certain program-related forms or pages, the Snap Pixel collects and processes the following categories of data:</p> <ul style="list-style-type: none"> <li>• <b>Online Identifiers:</b> Pixel identifiers, cookie identifiers, event identifiers, IP address</li> <li>• <b>Contact Information (Processed in Hashed or Pseudonymous Form):</b> Email address, Phone number</li> </ul> <p>These identifiers may be automatically detected from form fields and hashed prior to transmission as part of Advanced Signal Collection.</p> <ul style="list-style-type: none"> <li>• <b>Technical Information:</b> Browser type, operating system, device type, referrer URLs, timestamp information</li> <li>• <b>User Interaction and Behavioral Data:</b> Page views, form views, form submissions, and conversion events</li> <li>• <b>Logs and Event Metadata:</b> Event timestamps and interaction metadata related to ad attribution and measurement</li> </ul> <p>Hashed or pseudonymous data remains subject to Snap’s privacy practices and is not anonymous. Snapchat may use this information to measure conversions, optimize advertising delivery, and generate aggregated reporting in accordance with its privacy policy and applicable law.</p>
<p><b>Starbucks (Gift Cards)</b> Privacy Policy: <a href="https://www.starbucks.com/terms/privacy-notice">https://www.starbucks.com/terms/privacy-notice</a></p>	<p>A corporate gift card platform used to:</p> <ul style="list-style-type: none"> <li>• purchase and distribute digital Starbucks gift cards to eligible participants as part of</li> </ul>	<p>Girls Who Code imports participant information into the Starbucks corporate gift card platform in order to send digital gift cards. The following types of data may be collected or processed:</p> <ul style="list-style-type: none"> <li>• <b>Identifiers:</b> Unique order IDs generated by the platform.</li> <li>• <b>Contact Info:</b> Email addresses for digital gift card delivery.</li> </ul>

	<p>incentive or assistance programs.</p>	<ul style="list-style-type: none"> <li>● <b>Financial Information:</b> Gift card amount and transaction details (payment method is tied to GWC’s organizational account rather than participant data).</li> <li>● <b>Technical Information:</b> Browser type, operating system, and IP address (collected automatically by the Starbucks platform).</li> <li>● <b>Logs:</b> Transaction timestamps and activity records.</li> </ul> <p>Starbucks provides the following information back to Girls Who Code to track delivery:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Order details and digital gift card codes.</li> <li>● <b>Contact Info:</b> Confirmation of email delivery status (e.g., sent, bounced).</li> <li>● <b>Logs:</b> Activity records for debugging and delivery verification.</li> </ul>
<p><b>Tableau Cloud</b></p> <p>Privacy Policy: <a href="https://www.tableau.com/legal">https://www.tableau.com/legal</a></p>	<p>A data visualization and business intelligence platform used to:</p> <ul style="list-style-type: none"> <li>● develops dashboards for tracking key performance indicators and program outcomes.</li> <li>● visualizes data to support strategic decision-making.</li> <li>● aggregates and analyzes data to identify trends and insights.</li> <li>● measure participant engagement and operational effectiveness.</li> </ul>	<p>Tableau processes aggregated and anonymized data, such as participant engagement metrics, program outcomes, or operational statistics.</p>
<p><b>TikTok (TikTok Pixel)</b></p> <p>Privacy Policy: <a href="https://www.tiktok.com/legal/page/us/privacy-policy/en">https://www.tiktok.com/legal/page/us/privacy-policy/en</a></p>	<p>Advertising and conversion tracking technology used on certain program-related forms or web pages to:</p> <ul style="list-style-type: none"> <li>● measure form submissions or other conversion events,</li> <li>● evaluate the effectiveness of outreach and marketing campaigns, and</li> <li>● support ad optimization, attribution, and reporting related to Girls Who Code programs.</li> </ul>	<p>When implemented on certain program-related forms or pages, the TikTok Pixel collects and processes the following categories of data:</p> <ul style="list-style-type: none"> <li>● <b>Online Identifiers:</b> Pixel identifiers, cookie identifiers, event identifiers, IP address</li> <li>● <b>Contact Information (Processed in Hashed or Pseudonymous Form):</b> Email address, Phone number</li> </ul> <p>These identifiers may be automatically detected from form fields and hashed using industry-standard cryptographic techniques (e.g., SHA-256) before transmission to TikTok as part of Automatic Advanced Matching.</p> <ul style="list-style-type: none"> <li>● <b>Technical Information:</b> Browser type, operating system, device type, referrer URL, timestamp information</li> <li>● <b>User Interaction and Behavioral Data:</b> Page views, form views, form submissions, and other conversion events</li> <li>● <b>Logs and Event Metadata:</b> Event timestamps and interaction metadata related to conversion tracking</li> </ul> <p>Hashed or pseudonymous data remains subject to TikTok’s privacy practices and is not anonymous. TikTok may use this information for conversion measurement, attribution, audience creation, and ad optimization in accordance with its privacy policy and applicable law.</p>
<p><b>Typeform</b></p> <p>Privacy Policy: <a href="https://admin.typeform.com/to/dwk6gt?typeform">https://admin.typeform.com/to/dwk6gt?typeform</a></p>	<p>Form and survey builder used to:</p> <ul style="list-style-type: none"> <li>● Create student-friendly course selection wizards and forms</li> </ul>	<p>Data Collected by Typeform and shared with Girls Who Code:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Name</li> <li>● <b>User-Generated Content:</b> Form responses, submission details.</li> </ul>
<p><b>Verified First</b></p> <p>Privacy Policy: <a href="https://legal.verifiedfirst.com/#/legal#privacy-policy">https://legal.verifiedfirst.com/#/legal#privacy-policy</a></p>	<p>A background check platform for conducting employment and volunteer screenings for:</p> <ul style="list-style-type: none"> <li>● Performs background checks for program Personnel</li> <li>● Helps ensure compliance with</li> </ul>	<p>Data Collected by Verified First:</p> <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Names.</li> <li>● <b>Professional, Employment, or Volunteer Information:</b> Job history, criminal record.</li> </ul> <p>Data Shared with GWC:</p>

	organizational and legal requirements.	<ul style="list-style-type: none"> <li>● <b>Professional, Employment, or Volunteer Information:</b> Background check results.</li> </ul>
<b>Vimeo</b> *Use is optional  Privacy Policy: <a href="https://vimeo.com/privacy">https://vimeo.com/privacy</a>	Girls Who Code embeds instructional videos hosted on Vimeo into the Clubs HQ curriculum.	Girls Who Code uses Vimeo to host and display videos. Vimeo collects the following information: <ul style="list-style-type: none"> <li>● <b>Program Participation:</b> Viewing activity in aggregate (e.g., number of views)</li> <li>● <b>Logs/Technical Information:</b> Device and browser information, IP address (processed by YouTube, not stored by Girls Who Code), generalized demographic data (provided in video analytics)</li> </ul> Data Shared with GWC: <ul style="list-style-type: none"> <li>● No data or analytics are shared between Vimeo and Girls Who Code.</li> <li>● Vimeo controls all data collection on its platform; viewing activity is governed entirely by Vimeo's own privacy practices.</li> <li>● Links to Vimeo are provided only as supplemental educational content.</li> </ul>
<b>Yesware</b>  Privacy Policy: <a href="https://www.yesware.com/privacy/">https://www.yesware.com/privacy/</a>	An email tracking and engagement tool used to optimize communications. <ul style="list-style-type: none"> <li>● Tracks email open rates, link clicks, and reply rates.</li> <li>● Provides analytics to assess email engagement.</li> </ul>	Data processed by Yesware to create dynamic email campaigns: <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Names, Salesforce IDs (directly integrated from Salesforce via encrypted API)</li> <li>● <b>Contact Info:</b> Email addresses,</li> <li>● <b>Engagement Metrics:</b> Open and click rates.</li> <li>● <b>User-Generated Content:</b> Email Metadata and Header Information, Temporary copy of message bodies for the Salesforce integration features until this data has been properly passed on to the GWC Salesforce instance; once this data has been recorded, Yesware deletes it from their systems. This temporary data is stored in encrypted form; at no point does Yesware store plaintext message body data.</li> </ul> Data Shared with GWC: <ul style="list-style-type: none"> <li>● <b>Engagement Metrics:</b> Email performance reports. Emails sent, replies,</li> <li>● <b>User Interaction &amp; Behavior:</b> Open, link click, attachment download, presentation view</li> </ul>
<b>YouTube (embedded player)</b>  Privacy Policy: <a href="https://policies.google.com/privacy?hl=en">https://policies.google.com/privacy?hl=en</a>	A video platform used to <ul style="list-style-type: none"> <li>● host and display instructional videos in the <a href="#">Girls Who Code HQ</a> curriculum.</li> <li>● provides access to educational video content without requiring users to leave the <a href="#">Girls Who Code HQ</a> platform.</li> </ul> Videos are embedded using YouTube's "Privacy-Enhanced Mode" to limit tracking and comply with child-directed treatment requirements.	Girls Who Code uses YouTube to host and display videos. YouTube collects the following information: <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Anonymized device identifiers for analytics purposes.</li> <li>● <b>Technical Information:</b> Browser type, operating system, and device type.</li> <li>● <b>Engagement Metrics:</b> Video views, playback duration, and aggregated interaction data.</li> <li>● <b>Demographic Info:</b> Aggregated demographic data, such as age group and geographic region (anonymized).</li> <li>● <b>Logs:</b> Video access timestamps.</li> </ul> If the viewer clicks or taps out of the embedded video and is redirected to another website or app, that website or app may track the viewer's behavior per its policies and terms. This data is shared with Girls Who Code: <ul style="list-style-type: none"> <li>● <b>Engagement Metrics:</b> Aggregated data on video views and playback duration to measure curriculum engagement.</li> <li>● <b>Demographic Info:</b> Generalized anonymized demographic data provided through YouTube analytics.</li> </ul>
<b>Zendesk</b>  Privacy Policy: <a href="https://www.zendesk.com/trust-center/#privacy">https://www.zendesk.com/trust-center/#privacy</a>	A customer and participant support platform for managing inquiries and requests. <ul style="list-style-type: none"> <li>● Processes support tickets submitted by participants, partners, and staff via email.</li> <li>● Tracks communication and resolution history for transparency.</li> </ul>	Data processed by Zendesk and visible to Girls Who Code when a user requests support via email: <ul style="list-style-type: none"> <li>● <b>Identifiers:</b> Names, Ticket IDs.</li> <li>● <b>Contact Info:</b> Email addresses.</li> <li>● <b>User-Generated Content:</b> Support inquiry details. Resolutions and ticket summaries.</li> </ul> We also leverage an integration with Salesforce via encrypted API. Zendesk agents can view contact details from Salesforce directly in Zendesk if the email used to submit a ticket matches a contact in Salesforce.

<p><b>Zoom (Events, Webinars+)</b></p> <p>Privacy Policy: <a href="https://explore.zoom.us/en/trust/privacy/">https://explore.zoom.us/en/trust/privacy/</a></p>	<p>A video conferencing platform used to host virtual events, webinars, and meetings.</p> <ul style="list-style-type: none"> <li>enables Girls Who Code to facilitate virtual workshops and info sessions.</li> <li>when registration forms are used, participants provide details to access the event.</li> <li>used to manage attendance and tailor participant experiences during events.</li> </ul>	<p>Girls Who Code uses the Zoom platform to manage registrations for Girls Who Code virtual events that are restricted to a certain number of participants or audience. The data collected in the registration form varies based on the event and intended audience but generally may include:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Names, and unique IDs</li> <li><b>Contact Info:</b> Email addresses</li> <li><b>School Enrollment:</b> Grade Level</li> <li><b>Demographic Info:</b> Age (18+), Role (e.g., Teacher, Parent/Guardian, etc.)</li> <li><b>Location Info:</b> City, State, Country.</li> <li><b>Professional, Employment, or Volunteer Information:</b> Job Title, Company, Department Type</li> <li><b>Program Participation / Interest:</b> Previous Program Participation, Program Code</li> <li><b>Feedback:</b> “How did you hear about the Program?” and questions about the experience.</li> </ul> <p>When participants join a Zoom call or webinar hosted by Girls Who Code, the following data may be collected and shared by Zoom with Girls Who Code for purposes including managing event participation, analyzing engagement, follow-up communications, and improving the user experience. Some data is collected automatically.</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Participant names and unique meeting/webinar IDs.</li> <li><b>Account Registration Info:</b> Usernames and account details (if a Zoom account is used.)</li> <li><b>Contact Info:</b> Email addresses provided during registration.</li> <li><b>Attendance:</b> Participation in events, join/leave times, duration of attendance</li> <li><b>Communications:</b> Poll responses, Q&amp;A submissions, and chat messages during the event.</li> <li><b>Likeness:</b> Participants image (if cameras are enabled), voice (if speaking during the event), movements and gestures (based on their participation choice).</li> <li><b>Technical Information:</b> Device type, operating system, and IP address.</li> <li><b>Logs:</b> Registration timestamps, meeting join/leave records.</li> </ul> <p>When someone watches a Zoom recording, data is collected automatically to monitor access, analyze engagement, and ensure compliance with event policies. The collected data includes:</p> <ul style="list-style-type: none"> <li><b>Identifiers:</b> Viewer names and unique IDs (if authentication is required).</li> <li><b>Contact Info:</b> Email addresses entered to access the recording (if applicable).</li> <li><b>Technical Information:</b> Device type, operating system, and IP address.</li> <li><b>User Behavior &amp; Interaction:</b> Recording access timestamps, duration of viewing, and completion rates, Actions such as pausing, rewinding, or skipping parts of the recording.</li> <li><b>Location Info:</b> Approximate location derived from the IP address.</li> <li><b>Logs:</b> Time and date of recording access, download activity (if enabled).</li> </ul>
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**Internal Tools that may have incidental disclosure of personal information**

Provider Details	Provider Description & Use	Data Collected / Processed
<p><b>Atlassian Products (Jira &amp; Confluence)</b></p> <p>Privacy Policy: <a href="https://www.atlassian.com/legal/privacy-policy">https://www.atlassian.com/legal/privacy-policy</a></p>	<p>Task management and documentation software used to:</p> <ul style="list-style-type: none"> <li>organize engineering or other internal teamwork (such as for improvements to the Girls Who Code Programs &amp; Services)</li> </ul>	<p>Incidental personal information may be sent for debugging errors on <a href="#">Girls Who Code HQ</a> or to satisfy user requests).</p>
<p><b>ChatGPT Business (OpenAI)</b></p> <p>Privacy Policy: <a href="https://openai.com/enterprise-privacy">https://openai.com/enterprise-privacy</a></p>	<p>Used internally by Girls Who Code staff for internal operations, to protect the security of our services, and enhance your overall experience including but not limited to administrative drafting, internal documentation, or improving written communications.</p> <p>Girls Who Code’s <u>strict</u> internal policy prohibits entering or processing any personal data, student information, or other confidential user information into this tool.</p>	<p>No personal information, student data, or operational identifiers are input into ChatGPT Business.</p> <p>Only anonymized or de-identified reference text may be used. OpenAI does not train on data submitted through its ChatGPT Business service per its privacy terms.</p>

<p><b>Claude Business (Anthropic)</b></p> <p>Privacy Policy: <a href="https://www.anthropic.com/legal/privacy">https://www.anthropic.com/legal/privacy</a></p>	<p>Used internally by a limited number of Girls Who Code staff for content refinement and policy drafting in curriculum, communications, and research workflows.</p> <p>Girls Who Code prohibits the entry of any personal or identifiable data into Claude.</p>	<p>No personal information or student data is processed.</p> <p>Claude (Anthropic) does not train its models on customer-provided data and enforces strict privacy controls under its business agreement.</p>
<p><b>ClickUp</b></p> <p>Privacy Policy: <a href="https://clickup.com/terms/privacy">https://clickup.com/terms/privacy</a></p>	<p>Task and project management software used for internal team collaboration to:</p> <ul style="list-style-type: none"> <li>Organize and track program deliverables and timelines</li> <li>Manage cross-functional workflows and task assignments</li> <li>Document operational processes and project plans</li> <li>Facilitate team communication and collaboration on internal projects</li> </ul>	<p>Incidental personal information may be sent for debugging errors on <a href="#">Girls Who Code HQ</a> or to satisfy user requests).</p>
<p><b>Google Workspace</b></p> <p>Privacy Policy: <a href="https://cloud.google.com/privacy">https://cloud.google.com/privacy</a></p>	<p>A suite of productivity and collaboration tools for internal use to:</p> <ul style="list-style-type: none"> <li>send email communication, document creation, and file storage.</li> <li>facilitate collaboration through shared documents, spreadsheets, and presentations.</li> <li>support internal operations with tools like Google Forms for data collection.</li> <li>enable secure file sharing and archiving for organizational needs.</li> </ul>	<p>Girls Who Code stores its emails and files using Google services. Personal information may be shared with Google, such as when a user emails staff for support.</p>
<p><b>Microsoft Office</b></p> <p>Privacy Policy: <a href="https://privacy.microsoft.com/en-us/privacy-statement">https://privacy.microsoft.com/en-us/privacy-statement</a></p>	<p>A content management and collaboration platform for internal team use.</p> <ul style="list-style-type: none"> <li>Centralizes document storage and sharing among staff.</li> <li>Organizes workflows and facilitates collaboration on internal projects.</li> <li>Supports secure access to organizational files and materials.</li> </ul>	<p>When analyzing large datasets or preparing program materials, incidental personal information may be shared with Microsoft.</p>
<p><b>Slack</b></p> <p>Privacy Policy: <a href="https://slack.com/trust/privacy/privacy-policy">https://slack.com/trust/privacy/privacy-policy</a></p>	<p>An internal communication tool for real-time collaboration among team members.</p> <ul style="list-style-type: none"> <li>facilitates team communication through channels and direct messages.</li> <li>supports file sharing and integrations with other tools for streamlined workflows.</li> <li>enables collaboration on internal projects and quick decision-making.</li> </ul>	<p>Girls Who Code may incidentally share personal information during communications between team members, such as when engineers or support teams debug issues for a user.</p>
<p><b>Zoom (Workplace)</b></p> <p>Privacy Policy: <a href="https://explore.zoom.us/en/trust/privacy/">https://explore.zoom.us/en/trust/privacy/</a></p>	<p>A video conferencing platform used to:</p> <ul style="list-style-type: none"> <li>Host internal team meetings and collaboration sessions</li> </ul>	<p>Incidental personal information may be captured when Girls Who Code staff discuss:</p> <ul style="list-style-type: none"> <li>Specific participant or personnel support needs or program issues</li> <li>Technical troubleshooting for user-reported problems</li> </ul>