

PRIVACY POLICY

Effective Date: March 12th, 2021

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1. INTRODUCTION

Law Firm Anti-Racism Alliance (“**LFAA**” or “**we**” or “**us**” or “**our**”) is a non-profit organization that values your privacy. In this Privacy Policy (“**Policy**”), we describe what information we collect from you as a user of our Site or Service, why we collect and use it, and how you can manage and delete your data. It does not apply to any offline collection of personal information by LFAA.

1.1. Definitions

“**Personal Information**” refers to (i) any information that identifies, relates to, describes, is reasonably capable of being associated with you, or could reasonably be linked, directly or indirectly, with you, and (ii) any information that is associated with you and thus could potentially be used to identify or reidentify you, including when combined with other information from or about you.

“**Site**” refers to our website at <https://www.lawfirmantiracismalliance.org/> and all related subdomains or web pages on which this Policy is posted.

“**Service**” means our services available through our Site and any mobile applications we may provide.

1.2. Data Controller

LFAA is the data controller and responsible for your information under this Policy. The following is our contact information:

- Law Firm Anti-Racism Alliance
155 N. Wacker Dr.
Chicago, IL 60606

By visiting the Site, or using the Service, you agree that your Personal Information will be handled as described in this Policy. Before using the Service or submitting any Personal

Information to us, please review this Policy carefully and contact us at brenna.devaney@probonolaw.com if you have any questions. If you do not agree to this Policy, please do not access the Site or otherwise use the Service. Your use of our Site or Service, and any dispute relating to privacy or data protection, is subject to this Policy and our Terms of Use <https://www.lawfirmantiracismalliance.org/lfaacharter/termsOfUse>, including any applicable limitations on damages and provisions for the resolution of disputes.

2. INFORMATION WE COLLECT

We ask for and collect information about you when you use our Site or Service. We collect this information directly from you, from third parties, and automatically through your use of our Site or Service.

2.1. Information we collect directly from you. We collect Personal Information when you register or access the Site. The Personal Information collected during these interactions may vary based on what you choose to share with us. To register as an ally law firm, you must submit your email address to the Site and a password that you create for user authentication purposes. We also ask you to provide your name and office mailing address.Information of third parties we collect from your submissions to us. When you submit a legal services project to us in order for us to feature it on our bulletin board, such submission may contain Personal Information about third parties (“**Third Party Data**”). You are responsible for obtaining all applicable consents and/or providing notice to the relevant third party, as appropriate prior to submitting their Third Party Data to us. We will process Third Party Data in accordance with the Policy.

2.3. Information we collect automatically. When you visit our Site, we may automatically collect and log information about your use of our Site or Service through cookies and other technologies, including without limitation: your domain name; your browser type, device name, and operating system; the URLs you requested to access; the dates, methods, and the status code of requests; your IP address; the time, frequency, and length of time you visit our Site or use our Service; the number of bytes transferred; or the URLs of pages that referred you to the Site. See Section 2.1.2 for a further discussion of cookies.

2.1.1. Web Server Logs. When you visit the Site, our web server may record some automatically collected information, described in Section 2.3, in its server log. We use server log information to help diagnose problems with our server and to administer our Site by identifying which parts or features of our Site are most heavily used. We also use this information to tailor Site content to user needs, generate aggregate statistical reports, improve our existing services and develop new services. This means that user sessions will be tracked by IP address, and IP addresses may be linked to a user’s identity.

2.1.2. Cookies and similar technologies

2.1.2.1. Cookies. We and our third-party service providers may use cookies to track information about your use of our Site and Service. Cookies are alphanumeric identifiers that we store on your computer or mobile device. Some cookies allow us to make it easier for you to navigate our Site and Service, while others are used to enable a faster login process or to allow us to track your activities at our Site and using our Service. There are two types of cookies: session and persistent cookies.

- *Session Cookies.* Session cookies exist only during an online session. They disappear from your computer or device when you close your browser or power

off your computer or device. We use session cookies for session management, improve user experience and reduce page loading times We use session cookies to allow our systems to uniquely identify you during a session or while you are logged into the Site.

- *Persistent Cookies.* Persistent cookies remain on your computer or device after you have closed your browser or turned off your computer or device. We use persistent cookies for automatic login, authentication and tracking and statistical purposes.

2.1.2.2. Disabling cookies. Most web browsers automatically accept cookies, but if you prefer, you can edit your browser options to block them in the future. The Help portion of the toolbar on most browsers will tell you how to prevent your computer from accepting new cookies, how to have the browser notify you when you receive a new cookie, or how to disable cookies altogether. Separately, you may opt out of our non-essential cookies. Visitors to our Site who disable cookies may not be able to browse certain areas of the Site or use all or a portion of the Service.

2.1.2.3. Other websites. This Site may contain links to and embeds of other websites. The websites to which the Site links may also install cookies on your computer, log your access to their web pages, or collect user-identifying information directly from you, once you proceed to browse those websites. We are not responsible for the privacy policies of other websites to which the Site provides links. Please visit the relevant websites to review their privacy policies.

2.1.3. “Do Not Track” signals. Currently, our systems do not recognize browser “do-not-track” requests. You may, however, disable certain tracking as discussed in this section (e.g., by disabling cookies), but such disabling may impair use of the Site and Service.

2.4. Children’s Data

Our Site and Service are intended for general audiences and not directed or intended for children under the age of 18. You may not use our Site and Service if you are under the age of 18. If you are under 18, do not use or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may use. We do not knowingly collect Personal Information from children under 18.

3. **HOW WE USE INFORMATION WE COLLECT**

We use your information for the following purposes:

3.1. Provide our Site and Service

We use your information to provide our Site and Service, communicate with you about your use of our Site and Service and the projects you may post, to respond to your inquiries, and for other customer service purposes.

3.2. Improve and develop our Site and Service

We use your information to ensure our Site and Service are working as intended, to analyze how users access and use our Site and Service, both on an aggregated and

individualized basis, to maintain and improve the content and functionality of our Site and Service, to develop new services, and for other internal research and analytical purposes.

3.3. Outreach

We may use your information for outreach and promote our Site and Service and upcoming events. When you submit your email address to the Site during registration, we will ask you whether you want to receive periodic announcements from the Site by email. Accepting emailed announcements is entirely optional and not a condition of registration, and you may change your email settings at any time to subscribe or unsubscribe to these mailings.

3.4. Fraud prevention and legal compliance

We may use your information to prevent fraud, criminal activity, or misuses of our Site or Service, and to ensure the security of our IT systems, architecture and networks. We also may use your information to comply with legal obligations and legal process and to protect our, your or any third party's rights, privacy, safety or property.

4. **HOW WE SHARE AND DISCLOSE YOUR INFORMATION**

4.1. Sharing with your consent

Where you have provided consent, we share your information, including Personal Information, as described at the time of consent and only for the purpose for which you have provided your information to us. We will not sell, lend, or disclose to third parties any Personal Information collected from users, except as described in this Policy.

4.2. Sharing with other users

The Site and Service includes certain areas, such as bulletin boards, where users can post projects for viewing by affiliated law firms and other users of the Site and Service. If these postings contain Personal Information, they will be viewable by other users of the Site and Service.

4.3. Service providers

We may disclose the information we collect from you to third parties, such as service providers, vendors, or agents who perform functions on our behalf, including, but not limited to, providers of hosting services, cloud services and other information technology services providers, email communication software and email newsletter services, and payment processors. Pursuant to our instructions, these third parties may access, store or otherwise process Personal Information in the course of performing their duties for us.

4.4. In response to legal process and in compliance with laws

We may disclose the Personal Information to third parties when complying with the law, or in connection with a judicial proceeding, court order, warrant, subpoena or other legal process.

4.5. To protect us and others

We also may disclose the information we collect from you where we believe it is necessary to respond to requests by law enforcement, to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the safety of any person, to enforce or defend actions relating to this Policy our Terms of Use <https://www.lawfirmantiracismalliance.org/lfaa charter/termsOfUse>, or as evidence in litigation in which we are involved.

4.6. Transfers of Assets/Changes in Structures

We may choose to transfer your Personal Information to any person or entity that is our successor or to another person or entity in the case of a merger, acquisition or corporate reorganization or as a result of a bankruptcy involving us.

5. **THIRD-PARTY ANALYTICS**

We may use third-party automated devices, applications and other means, such as Google Analytics, to evaluate and improve our Site and our Service, including without limitation performance and user experience. These tools may involve third parties that use cookies and other tracking technologies to perform their services. We do not control these third parties' tracking technologies or how they may be used.

6. **THIRD-PARTY LINKS**

The Site may contain links to other websites not operated or controlled by us, including social media services ("**Third Party Sites**"). The information that you share with Third Party Sites will be governed by the specific privacy policies and terms of service of the Third Party Sites and not by this Policy. By providing these links we do not imply that we endorse or have reviewed these Third Party Sites and we are not responsible for the information practices of such Third Party Sites. Please contact the Third Party Sites directly for information on their privacy practices and policies.

7. **DATA SUBJECT REQUESTS**

You may request access, modification, or deletion of Personal Information that you have submitted to us by contacting us at brenna.devaney@probonolaw.com. We will reply to and honor such requests to the extent required by law. We may need to retain some information in order to comply with law, and to defend or exercise our legal rights or claims. Please note that copies of information that you have updated, modified, or deleted may remain viewable in cached and archived pages of the Site for a period of time.

We may also send periodic informational or promotional emails to you if you have signed up for such information on the Site. You may opt-out of such communications by following the opt-out instructions contained in the email. Please note that it may take up to 10 business days for us to process opt-out requests. If you opt out of receiving emails about recommendations or other information we think may interest you, we may still send you emails about your account or any Service you have requested or received from us.

8. **DATA RETENTION**

We generally retain Personal Information as long as necessary to fulfill the purposes for which the Personal Information was collected, including for as long as you use our Service. We may continue to retain such Personal Information even after you cease to use any particular Service,

as reasonably necessary to comply with applicable laws and our legal obligations, resolve disputes, prevent fraud and abuse, enforce our agreements, and protect our legitimate interests.

9. NON US USERS

The Site and Service are intended for use within the United States. If you use the Site or Service outside of the United States of America to submit any of your own Personal Information, you acknowledge that your Personal Information may be transferred to and processed in the United States of America, which may have fewer protections than your jurisdiction of residence.

10. SECURITY OF YOUR PERSONAL INFORMATION

You use the Site and Service at your own risk. No system or electronic transmission is ever fully secure, impenetrable, or error free. In particular, email sent to or from us may not be secure. We cannot guarantee the security of our database, nor can we guarantee that the information you supply will not be intercepted while being transmitted to us over the Internet. Therefore, you should take special care in deciding what information you send to us via the Service or email. Please keep this in mind when disclosing any Personal Information to us via the Internet. In addition, we are not responsible for circumvention of any privacy settings or security measures contained on the Service, or third party websites. We are also not responsible for any lost, stolen, or compromised passwords or for any activity on your account via unauthorized password activity.

11. CHANGES TO THIS PRIVACY POLICY

This Policy is current as of the Effective Date set forth above. As we periodically review our security measures and Privacy Policy, the Service may change from time to time. As a result, we may change this Policy at any time, so please be sure to check back periodically. We will post any changes to this Policy on the Site, unless another type of notice is required by the applicable law, including, in some cases, by providing notice to the email address associated with your account (for this reason you should make sure to update your account information promptly if it changes). By continuing to use our Service or providing us with Personal Information after we have posted an updated Privacy Policy, or notified you by other means if applicable, you acknowledge the revised Privacy Policy and practices described in it.

12. CONTACT US

If you have questions or complaints about this Policy or our information practices, please contact us at brenna.devaney@probonolaw.com.