

# Legal Disclaimers

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## Diversity Statement

LifeSpan, Inc. values, respects and encourages unique and individual contributions of and differences in all people. We maintain a unified and harmonious work environment in which diversity is treated as an asset and where each employee is valued as an equal contributor. Our employees are our most valuable assets. Their differing personalities, working styles, cultures and backgrounds contribute to our success in fulfilling our fundamental commitment—to understand the business, mission and goals of each of our participants.

## **Equal Employment Opportunity Statement (EEOC)**

We afford equal employment opportunities to qualified applicants regardless of their race, color, religion, sex, national origin, sexual orientation, age, or non-job-related physical or mental disabilities in conformity with all applicable federal, state and local laws and regulations. This policy is founded not only upon the desire to fully comply with applicable laws, but also upon the conviction that such discrimination interferes with employee work performance and productivity and is inconsistent with the collegial but professional working atmosphere we strive to maintain. In accordance with this policy, all personnel decisions, including but not limited to those relating to recruitment, hiring training, promotion, compensation and benefits, will continue to be made without regard to the employee's or applicant's race, color, region, sex, national origin, sexual orientation, age, or non-job related physical or mental disabilities.

## **Privacy Policy**

LifeSpan, Inc. created this privacy statement in order to demonstrate the organization's commitment to privacy. By using or accessing this website or otherwise accepting this privacy policy, you agree that you have read and understood this privacy policy. You also fully agree to be bound by all of the terms and conditions in this privacy policy and disclaimer, both of which may be modified from time-to-time by LifeSpan, Inc. If you do not agree with this privacy policy and the disclaimer, please do not use this website.

LifeSpan, Inc. receives significant personal and financial information from participants, including social security numbers and income. If you are visiting this website, you should know that all information we receive from you is held in strictest confidence and is not released to people or to organizations outside the organization, except as agreed to by you or as required under an applicable law. In order to guard your nonpublic personal information, we maintain physical, electronic and procedural safeguards that comply with our professional obligations.

## **Feedback / Mailing List Sign-Up**

Visitors to the LifeSpan, Inc. website may want to provide the organization with feedback or comments about this website and/or sign-up for our mailing list, respond to surveys, write/comment for the blogs or RSVP online to events and programs. The "Contact Us" form requests users to provide personal information. The personal information provided on the feedback form will be used to identify the source of the comments in the event some form of follow-up or response is requested or appropriate. We maintain our mailing list for internal purposes and our mailing list will never be disclosed or shared with third parties. Where the organization co-sponsors an event with a third party, we may share our mailing list with such third party for the purpose of announcing such an event.

"Personal Information" includes one or more of the following types of information: name, e-mail address, zip code, age, specific areas and/or topics of interest to you and similar unique, personal information that could identify you.

## **Traffic Data**

In addition to personal information visitors provide to the LifeSpan, Inc. website, this site also gathers data generated automatically by traffic to the website ("Traffic Data.") This includes your computer's IP address which helps diagnose problems with our server and to administer our website.

An IP address is used to identify the domain being used to connect with and the page from which you linked to this website. It will also be used to gather broad demographic information.

## **Links**

This site contains links to other sites. LifeSpan, Inc. is not responsible for the privacy practices or the content of such websites.

## **Security**

This site has security measures in place to protect the loss, misuse and alteration of the information under our control. However, LifeSpan, Inc. does not warrant the security of any information you submit to us either via this website or through e-mail. Accordingly, please do not send confidential or other sensitive information using any of these means. This website uses a designated e-commerce partner which uses industry-standard security measures such as Secure Sockets Layer protocol (“SSL”) to protect your transmission. By giving your credit card and other financial and personal information (collectively, your “billing information”), you are authorizing LifeSpan, Inc. to transmit such information to the designated e-commerce partner in order to confirm and fulfill your order.

## **Cookies**

Use of cookies (or other functionally equivalent technology) may be used by LifeSpan, Inc. in the collection of personal and non-personal identifiable information. Certain features of the website are only available through the use of cookies or functionally equivalent technology (collectively referred to as “cookies.”) For example, cookies help reduce the number of times you need to enter certain information while using this website. Cookies can also assist in providing you with information targeted to your particular interests or preferences. Cookies also enable LifeSpan, Inc. to collect information about your website visit. Cookies are stored on your local machine, not on the website’s server. You are always free to decline cookies if your browser has this functionality, although if you do so, you may not be able to use certain features on the website because those features may be dependent on the information which those cookies collect. You may be required to re-enter certain information more frequently during a session. If you do not want LifeSpan, Inc. to collect such information about your website visit, please set your browser to reject these cookies.

## **Correct/Update**

This site gives users the following options for changing and modifying personal information previously provided:

- Call the following telephone number: 412-464-1300, contact us at [www.lifespanpa.org](http://www.lifespanpa.org) or; send mail to the following address: LifeSpan, Inc., 314 East 8th Avenue, Homestead, PA 15120.
- If you have any questions about this disclaimer and privacy statement, the practices of this site, or your dealings with this site, please contact: Virginia Jurofcik, CEO of LifeSpan, at [vjurofcik@lifespanpa.org](mailto:vjurofcik@lifespanpa.org)