

Privacy Policy

Effective Date: May 25, 2018. By accessing or using the versatilephd.com website or any of the services offered on or through the website (collectively, the “Website”), you agree to the following Privacy Policy, a part of our Terms of Service for Individuals. If you do not agree with this policy, do not use or subscribe to our Website. If you have any questions about this policy, please ask.

Notice to Visitors Outside the United States. You should be aware that the United States and other countries have not harmonized their privacy regulations. Because Versatile PhD and its servers are located in the United States and our services are directed towards the United States market, our Privacy Policy has been prepared to comply with applicable United States regulations. By accessing and/or using the Site or our services and providing personal information to us through the Site, you consent to the terms set out in our Terms of Service and the level of privacy protection set out in this Privacy Policy. If you do not wish to consent to the Terms of Service or the Privacy Policy, please do not use the Versatile PhD website.

Access by Search Engines. Because the privacy of individual user identities is important to us, we have requested that Internet search engines not “crawl” the members-only pages of the Website. Those pages are protected by the user account login. In addition, they are “no-index” and “no-archive,” which means that search engines should not crawl, index, or archive anything posted in members-only areas, including Forum posts, user profiles, and premium content submissions.

Personal Information. Generally, we collect all required and optional personal information which users provide to us during the site registration process (such as real name, email address, and academic discipline), or in any other communications with us. Our intention at all times is to keep personal information private. It is stored on our servers or those of our vendors and may occasionally be used by us to identify individual users should there be a legitimate, reasonable need. For example, when an individual user violates the Code of Conduct embodied in the Terms of Service for Individuals, we will look up that user's name and email address in our database in order to communicate directly with him or her. Another example: when seeking to identify potential authors, we may search the database for members meeting certain criteria such as academic discipline and work status, then reach out to those individuals personally with an invitation specific to them (not a mass email). The personal information of individual users will not be shared with subscribing institutions, except pursuant to subpoena, court order, or if required by law. Likewise, students' education records are not provided to us by subscribing institutions (except pursuant to subpoena, court order, or if required by law) and we are not an official or representative of any university; therefore, the provisions of the Family Educational Rights and Privacy Act do not apply to us.

The protection of users' personal information is important to us. We follow generally accepted industry standards to protect personal information. However, no method of transmission over the Internet or method of electronic storage is 100% secure or failsafe. Therefore, while we strive to use commercially reasonable means to protect personal information, we cannot and do not guarantee absolute security. We are not responsible for the unauthorized acts of others and assume no liability for any disclosure of information due to errors in transmission, unauthorized third-party access (such as through hacking or theft of computers) or other acts or omissions of third parties, or for acts or omissions beyond our reasonable control.

Non-Personal Information. Non-personal information such as Internet domain and host names, IP addresses, browser software and version, operating system and version, click patterns, and the dates and times that the Website is accessed by individual users may be collected using analytic technologies (e.g., Google Analytics). We may disclose non-personal information, in aggregate form, to potential

strategic partners, advertisers, investors, users, third parties with whom we may contract (e.g., programmers), and others. Individual users may not opt out of the sharing of this information, except by choosing not to use the Website or our services.

Disclosure of Personal Information to Third Parties. Again, VPhD is committed to protecting user identities. We will only disclose users' personal information to protect or enforce our legal rights and policies, to protect or enforce the legal rights of a third party, or where we in good faith believe we are required to do so by law (such as in complying with a subpoena or court order). That said, we may contract with various third parties who help us provide, maintain, and improve the Website and the services we provide, and such third parties may have access to your personal information in order to perform their services. For example, we may use a third party to serve functions such as payment processing, content creation, information verification, production, order fulfillment, analytics, reporting, or other operations. We may contract with third-party contractors to help us manage, monitor, and optimize the Website and the services we provide. We may also use third-party contractors to help us measure the effectiveness of our advertising and communications. We may disclose user personal information to our successors and assigns, as well as to a purchaser or licensee of all or a portion of the Website or of The Versatile PhD, LLC in the event that it is sold, merged with another entity, or licensed.

Use of Cookies and Web Beacons. A cookie is a small file placed on the hard drive of one's personal computer. Most websites use cookies. A web beacon is an often-transparent graphic image, usually not larger than one pixel wide by one pixel tall that is placed on a web page or in an email and that is used to monitor the behavior of the user visiting the Website or receiving the email. We may use cookies and/or web beacons to track usage of the Website, provide users with a more personalized user experience, and facilitate users logging in to the Website, if applicable.

Application of Privacy Policy When You Access Third-Party Websites. Users may be able to access third-party websites directly from the Website. This Privacy Policy does not apply when you access third-party websites. We cannot control how third parties may use personal or non-personal information users may disclose to them, or that they collect, so users should carefully review the privacy policy of any third-party website they visit before using it or disclosing their personal information there.

Reviewing and Changing Personal Information. Individual users may review and change their personal information anytime simply by visiting their profile, reviewing it, and making the desired changes. Individuals and institutions may obtain a copy of and/or request changes to any information that is not part of a user profile by emailing us at legal@versatilephd.com. They will, of course, be required to provide proof of their identity. For individuals who no longer want to access or use the Website, they may either just stop using it or visit their profiles and delete their accounts.

Communications. VPhD complies with the CAN-SPAM Act in its communications with its users. Controls for the user profile include opt-in/opt-out settings for notifications and messages.

Changes to this Policy. This Privacy Policy may be changed from time to time without notice other than the new version being posted on the Website, effective when posted. If significant changes are made, we may elect to mention these in the Forums, but it is the user's responsibility to check for updates. The current Privacy Policy is always available from a link on the home page as required by law.