

Privacy Policy

Last Updated: August 11, 2026

Introduction

This Privacy Policy (“Privacy Policy”) is designed to help you understand how Rewriting the Code, Inc. (“we,” “us,” or “our”) respects your privacy and is committed to protecting it through our compliance with this policy. This policy describes how we collect, process, retain, and disclose personal data about you (“Personal Information”) when you access or use the following:

- (a) the rewritingthecode.org website, including any subdomains, sandbox, demo, integration environment, blog, or application hosted under the rewritingthecode.org root domain (collectively referred to as the “Website”);
- (b) myRTC , our members only web-based platform (the “Platform”);
- (c) the private Slack community (the “Slack”);
- (d) the myRTC mobile application (the “App”); and
- (e) any mobile or desktop applications or related services that link to this Privacy Policy;

(items (a) – (d) collectively referred to as the “Services”).

Please read this policy carefully to understand our policies and practices regarding your information and how we treat it. By interacting with our Services or providing us with your information, you agree to the collection, use, and sharing of your information as described in this Privacy Policy.

Changes to the Privacy Policy

We may update this Privacy Policy from time to time. If we make material changes, we will provide notice by posting the updated Privacy Policy on the Website and updating the “Last Updated” date, and where required, by additional notice such as email or in-App or in-Platform notice. Changes take effect when posted unless otherwise stated. Your continued use of the Services after we make changes as described here is deemed to be acceptance of those changes, so please check the Privacy Policy periodically for updates.

Personal Information We Collect

“Personal Information” is information that identifies, relates to, or describes, directly or indirectly, you as an individual, such as your name, email address, telephone number, home address, or any other personal data we may request from you when you complete a contact form on our Services. Personal Information also includes information collected from you when you become a donor, partner, or member.

We may also collect statistical or aggregated data which does not directly identify a specific person, but we may derive non-personal statistical or aggregated data from personal data. We

may also choose to use anonymized data, which does not identify an individual, to understand how our Services are accessed and utilized. This anonymized data may include automatically collected data such as technical information, including details about your internet connection, usage details about your interactions with the Services, or length of your usage of our Services. If we combine or connect non-personal statistical, aggregated, anonymous, or automatically collected data with personal data so that it directly or indirectly identifies you as an individual, we treat the combined information as Personal Information.

How we Collect Your Personal Information and Other Data

You Provide Information to Us

We collect information about you when you interact with our Services, such as when you fill out a contact form, create an account on our Platform, or create, upload, or post content to our Services.

When you register for or attend an RTC event, we collect registration and attendance information, and, where applicable, dietary restrictions or accessibility needs you choose to share with us so that we can accommodate them. We use this information solely to plan and operate the event and do not share dietary or accessibility information with third parties except as needed to fulfill your request (for example, with a venue or catering provider).

Automatically Through Our Services

As you navigate through and interact with our Services, we may use automatic data collection technologies to collect information that may include personal data. Information collected may include usage details, IP addresses, operating system, and browser type, and information collected through cookies and other tracking technologies, including details of your interactions with our Services, such as traffic data, and other communication data, and which resources and Services features that you access and use. Using automatic collection technologies helps us to improve our Services and to deliver a better and more personalized experience for you.

The technologies we use for this automatic data collection may include:

- (a) Cookies – A cookie is a small file placed on your device when you interact with the Services. You may refuse to accept or disable cookies by activating the appropriate setting on your browser or device. However, if you select this setting, you may be unable to access certain features of the Services.

If you are located in the EU/EEA or UK, we will ask for your prior consent before placing non-essential cookies or similar technologies on your device, through a cookie banner or consent management tool. You can change or withdraw your consent at any time using that tool. This is in addition to, not instead of, your ability to block cookies through your browser settings as described above.

- (b) Web Beacons (also referred to as clear gifs, pixels, or pixel tags) – A web beacon is a small electronic file that permits us, for example, to count users who have visited certain parts of our Services and for other related statistics recording the popularity of certain content or verifying system and server integrity.

Do Not Track (“DNT”) is a privacy preference that users can set in certain web browsers. DNT is a way for users to inform websites and services that they do not want certain information about their webpage visits collected over time or across websites or online services. Please note that we do not respond to or honor DNT signals or similar mechanisms transmitted by web browsers.

To the extent any of these automated technologies are considered a personal data sale, targeted advertising, or profiling, under applicable laws, depending on where you live, you may opt out from use of these automated technologies. Please note that some Services’ features may be unavailable as a result of opting out from automated technologies.

When you interact with the Services, there are third parties that may use automatic collection technologies to collect information about you or your device. We do not control these third parties’ tracking technologies or how they may be used.

From Third Party Partners

We may receive Personal Information and other data about you from other sources such as our affiliates and third-party service providers, including company partners and industry partners, government entities, private parties, payment service providers, business IT service providers, our professional advisors, and/or marketing service providers. When we receive Personal Information and other data from you from third parties, we may combine that with information we collect directly from you.

How We Use Your Personal Information

We use the information that we collect about you, or that you provide to us, including Personal Information, to provide you with the Services and any contents, features, information, products, or services that we make available through the Services. We may use some of the information we collect to improve our marketing and promotional efforts, analyze Services usage, improve our content and service offerings, and customize our Services.

Who We Disclose Your Personal Information To

We may disclose aggregated information that does not identify any individual, without restriction. In general, we will not sell, share, or rent information about you in ways that we have not disclosed in this Privacy Policy. We may also disclose Personal Information that we collect, or you provide as described in this Privacy Policy to our affiliates and third parties, including but not limited to:

- (a) Company partners and industry partners;

- (b) Government entities;
- (c) Private parties
- (d) Payment service providers;
- (e) Business IT service providers, including providers of hosting services;
- (f) Our professional advisers; or
- (g) Marketing service providers.

We require all third parties to respect the security of your Personal Information and to treat it in accordance with the law. We only allow our third-party service providers to use your Personal Information for specified purposes (such as company partners who wish to hire our members, or third-party service providers who send emails or text messages on our behalf) and in accordance with our instructions and contractual arrangements. If you become a member of our Platform, the information contained in your member profile may be searchable by other members of the Platform and may be viewed by such Members. When you submit certain Personal Information, you will have the ability to choose which information you wish to share with third parties.

Where you choose to make your profile, resume, or other Member Content visible to company or industry partners for recruiting purposes, we share that information with those partners as your independent action, and each partner is responsible for its own use of that information as an independent controller of that data, separate from RTC. We require partners who receive Personal Information from us to sign a data processing or partnership agreement limiting their use of that information to the purposes you authorized.

We may also disclose your Personal Information:

- (a) To comply with any court order, law, or legal process, including to respond to any government or regulatory request;
- (b) To enforce or apply our Terms of Use, which can be found at: <https://rewritingthecode.org/terms-and-conditions/>
- (c) If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of our organization, our members, or others.

We operate throughout the world with members and third-party providers from many countries. This means we may disclose and transfer your Personal Information worldwide, including in and outside the United States, the European Economic Area, Canada, and other jurisdictions for any purpose related to our operations. Regardless of jurisdiction, where we transfer Personal Information out of the EU/EEA, UK, or Switzerland, we do so on the basis of an applicable adequacy decision or, where one is not available, appropriate safeguards such as the European Commission's Standard Contractual Clauses (and, for the UK, the UK International Data Transfer Addendum), together with the additional retention and security protocols described elsewhere in this Privacy Policy. You may request more information about, or a copy of, the relevant safeguard by contacting us as described in the "Contact Us" section below.

Your Rights and Choices About Your Information

Depending on your country or state of residency, you may have certain rights related to your personal data, including:

- (a) *Access and Data Portability.* You may confirm whether we process your personal data and access a copy of the personal data we process. To the extent feasible, and required by state law, data will be provided in a portable format. Depending on your state, you may have the right to receive additional information, and it will be included in the response to your access request.
- (b) *Correction.* You may request that we correct inaccuracies in your personal data that we maintain, taking into account the information's nature and processing purpose.
- (c) *Deletion.* You may request that we delete personal data about you that we maintain, subject to certain exceptions under applicable law.

IMPORTANT: The exact scope of these rights varies by country and state of residency. There are several exceptions where we may not have an obligation to fulfill your request. To exercise any of these rights, please contact us at data@rewritingthecode.org. We will verify your identity before providing access to your data for privacy and security reasons. If you designate someone else to submit requests on your behalf, they must provide written proof that you have granted them power of attorney to submit a request.

If you are based in the EU/EEA or UK

The European Union General Data Protection Regulation ("EU GDPR" and UK Data Protection Laws grant individuals in the European Union or European Economic Area ("EU/EEA") and the United Kingdom ("UK") certain rights, with some limitations. Information about these rights can be found at: <https://gdpr-info.eu/chapter-3/>. To exercise these rights, please contact us at data@rewritingthecode.org. We will verify your identity before providing access to your data for privacy and security reasons. If you designate someone else to submit requests on your behalf, they must provide written proof that you have granted them power of attorney to submit a request.

Our lawful basis for processing your Personal Information depends on the specific activity: your consent; the necessity of processing to perform our contract with you (for example, providing access to the Platform and its member features); our legitimate interests (for example, securing and improving our Services), provided those interests are not overridden by your data protection interests or fundamental rights and freedoms; and, in limited circumstances, compliance with a legal obligation. Where we rely on your consent, you may withdraw it at any time without affecting the lawfulness of processing carried out before withdrawal.

In addition to the rights described above, if you are in the EU/EEA or UK you also have the right to object to our processing of your personal data (including for direct marketing), the right to request that we restrict processing in certain circumstances, and the right to lodge a complaint

with your local data protection supervisory authority. We would appreciate the opportunity to address your concerns directly before you contact your supervisory authority, but this does not affect your right to do so.

We will not discriminate against you for choosing to exercise your GDPR or UK Data Protection Law rights.

How We Protect Your Personal Information and Other Data

We use commercially reasonable administrative, physical, and technical measures designed to protect your Personal Information and other data from accidental loss or destruction and from unauthorized use, alteration, and disclosure. These measures include firewalls, virus scan tools, encryption, cybersecurity training for employees, role-based access restrictions, and physical office security measures. However, no website, mobile application, system, electronic storage, or online service is completely secure, and we cannot guarantee the security of your Personal Information or other data transmitted to, through, using, or in connection with the Services.

If we become aware of a breach of security that compromises your Personal Information, we will notify affected individuals and, where required by applicable law, the relevant regulator(s), without undue delay and in accordance with the timeframes required by that law.

The safety and security of your Personal Information also depend on you. You are responsible for taking steps to protect your Personal Information and other data against unauthorized use, disclosure, and access.

How We Retain Your Personal Information and Other Data

We will retain your Personal Information and other data only for as long as necessary to fulfill the purposes described or for as otherwise legally permitted or required, such as maintaining the Services, operating our organization, complying with our legal obligations, resolving disputes, and for safety, security, and fraud prevention. This means that we consider our legal and business obligations, potential risks of harm, and nature of the information when deciding how long to retain Personal Information and other data. At the end of the retention period, personal data will be deleted, destroyed, or deidentified.

Children's and Minors' Data

Our Services are not intended for, and we do not knowingly collect any personal data from anyone under the age of eighteen (18). We will never knowingly request Personal Information from anyone under the age of eighteen (18) without prior verifiable parental consent. If we learn we have collected or received data from a child under eighteen (18) years old without verification of parental consent, we will delete that information. If we become aware that a child under the age of eighteen (18) has provided us with Personal Information without verifiable parental consent, we will use our best efforts to remove such information from our files. If a parent or guardian becomes aware that his or her child has provided us with Personal

Information without verifiable parental consent, he or she should contact us as specified in the “Contact Us” section below.

Third Party Sites and Services

Our Services may include content and links to other services operated by third parties. We do not control these third-party websites, apps, or services (including whether they store cookies) and this Privacy Policy does not apply to third party services. You are advised to read the privacy policies of the relevant third-party website, app, or service to find out how they use your information.

We operate and maintain social networking pages and venues on websites such as Facebook, X (Twitter), Instagram, and LinkedIn. We do not control these sites, nor do we endorse or make any representations about third-party websites or social networking sites. We will, from time to time, import comments and posts from these websites for use in our Services. If you post to any of our social networking pages, you are providing information in a publicly available forum. We may use these posts to promote our Services without further notice or compensation to you. Please familiarize yourself with the privacy policies of these sites before posting to our pages on such sites.

Email, Text, and Telephone Communications

We wish to send you marketing communications for services that may be relevant to you. We may also need to send you communications that are not direct marketing communications (i.e. service communications) from time to time. Service communications relate to information that is necessary for us to convey and which you need to receive.

We may contact you by email, text, or newsletters, using the Personal Information related to contact method which you provide to us. To stop receiving communications and to “opt out,” you can follow the unsubscribe instructions in the relevant communication or contact us as described in the “Contact Us” section below. We will process your request as quickly as possible after receipt and in accordance with the applicable privacy laws. Note that you will continue to receive service-related communications regarding products or services you have requested or are using.

Contact Us

If you have a question about this Privacy Policy or how we use your Personal Information, please email data@rewritingthecode.org or write to us at:

Rewriting the Code, Inc.
2401 Cranford Road
Durham, NC 27705-1011
Attn: Data Team Privacy Officer