



## Privacy Policy

Last Updated: December 2025

Chameleon Collaborative, LLC (“Chameleon Collaborative,” “we,” “our,” or “us”) is committed to protecting your privacy. This Privacy Policy explains how we collect, use, and safeguard your information when you visit our website (the “Site”) or interact with us online.

By using this Site, you agree to the collection and use of information in accordance with this Policy. If you do not agree with the terms, please refrain from using the Site.

### 1. Information We Collect

We may collect the following types of information:

#### A. Information You Provide Directly

When you fill out forms, request a consultation, sign up for updates, or contact us, we may collect:

- Name
- Email address
- Phone number
- Organization name
- Job title
- Message or inquiry details

Any other information you voluntarily provide

#### B. Automatically Collected Information

When you visit the Site, our systems may automatically collect:

- IP address
- Browser type and version
- Device type
- Pages visited
- Time and date of visit
- Time spent on each page
- Referring website or link

This information helps us understand how visitors use the Site and improve user experience.



## **C. Cookies & Similar Technologies**

We may use cookies or similar technologies to:

- Improve website performance
- Remember user preferences
- Analyze trends and traffic
- Enhance security

You may disable cookies in your browser settings, but some Site features may not function as intended.

## **2. How We Use Your Information**

We use collected information to:

- Respond to inquiries or consultation requests
- Provide and improve our services
- Communicate updates, resources, or announcements
- Personalize user experience
- Maintain and secure the Site
- Analyze website usage and performance

We do not sell your personal information.

## **3. How We Share Your Information**

We may share information with:

### **A. Trusted Service Providers**

These may include website hosting, analytics, scheduling systems, or communication platforms. Service providers process data only as needed to support our operations and in accordance with this Policy.

### **B. Collaborators or Partners (As Necessary)**

For example, if you request services involving our collaborators or tools (e.g., workshops, coaching, data solutions), certain details may be shared with those partners to fulfill your request.



### **C. Compliance with Law**

We may disclose information if required by:

- Law or government request
- Legal process
- The need to protect rights, safety, or security

We do not share personal information with unrelated third parties for their marketing purposes.

### **4. Third-Party Links**

Our Site may link to third-party websites such as collaborators, partners, or tools (e.g., scheduling platforms, data solutions providers). We are not responsible for:

- Their privacy practices
- Their content
- How they use your data

We recommend reviewing the privacy policies of any external websites you visit.

### **5. Data Security**

We take reasonable administrative, technical, and organizational measures to protect your information from unauthorized access, disclosure, alteration, or destruction.

However, no method of electronic transmission or storage is fully secure. We cannot guarantee absolute security.

### **6. Data Retention**

We retain your information only as long as necessary to:

- Respond to your inquiries
- Provide requested services
- Comply with legal obligations
- Improve our business and the Site

You may request deletion of your information at any time.

### **7. Your Rights**



Depending on your jurisdiction, you may have the right to:

- Access your personal information
- Correct inaccurate information
- Request deletion
- Withdraw consent
- Request information about how your data is used

To exercise these rights, contact us using the details below.

## **8. Children's Privacy**

Our Site and services are not intended for children under 16.

We do not knowingly collect information from minors.

If you believe information has been collected inadvertently, please contact us so we may delete it.

## **9. Changes to This Privacy Policy**

We may update this Privacy Policy periodically. The updated version will be posted on this page with a revised "Last Updated" date.

Your continued use of the Site indicates acceptance of these changes.

## **10. Contact Us**

For questions or requests regarding this Privacy Policy, please contact:

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