



Equal Opportunity/Terms of Use/Privacy Policies

EQUAL OPPORTUNITY POLICY

It is the policy of Hiring for Hope, Inc. to provide equal opportunity for all legal U.S. citizen job applicants, eventual staff, interns, volunteers, and grant applicants. Hiring for Hope does not differentiate between couples who are pursuing medical treatment or adoption as a means to building their families. This equal opportunity policy also extends to include a policy of non-discrimination and equal opportunity surrounding all job related factors in hiring, promotion, demotion, training, benefits, transfers, layoffs, terminations, recommendations, rates of pay, and any other form of compensation.

Career opportunities and transition services are provided to all volunteers, interns, and job applicants based on availability, qualifications, eligibility criteria, and job requirements. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, training, layoff and termination. In accordance with state and federal laws, as well as the eligibility criteria outlined in our **Brave Little Soul Grant Program**, Hiring for Hope also does not discriminate against anyone as a result of their age, gender, race/color, creed, national origin, veteran status, religion, sexual orientation, disability, or marital status.

When reviewing Grant Applications and determining **Brave Little Soul Grant** recipients, our selection process is preferential for couples who are childless and/or have suffered pregnancy loss and/or lost an infant or small child. If funding allows, we will also grant awards to those who have expressed a need for assistance and are experiencing secondary infertility issues and/or those that may already have one or more living children.

WEBSITE/SOCIAL NETWORK TERMS AND CONDITIONS OF USE

Hiring for Hope, Inc owns and operates the Internet site located at <http://www.hiringforhope.org> (the "Site"). By accessing, browsing and/or using the pages in this Site, you agree to these terms and conditions ("Terms and Conditions"). In addition, Hiring for Hope, Inc also operates four separate **Voices of Hope** Social Networks that may also be accessed through our website. This agreement, along with our **Social Network Community Guidelines** contains disclaimers and other provisions.

LEGAL TERMS OF USE POLICY

Hiring for Hope has created and maintains this web site, our services, and our **Voices of Hope** social network in furtherance of our non-profit tax-exempt status, and as a benefit and service to provide hope, education, and financial and moral support for the populations we serve.

While Hiring for Hope makes every effort to present accurate and reliable information on our web site and social networks, we do not endorse, approve, or certify such information, nor guarantee the accuracy, completeness, efficacy, timeliness or correct sequencing of such information. Use of such information is voluntary, and reliance on it should only be undertaken after an independent review. Reference on this web site to any specific commercial product, process, or service by trade name, trademark, service mark,



manufacturer, or otherwise does not constitute or imply endorsement, recommendation, or favoring by Hiring for Hope.

NO MEDICAL ADVICE GIVEN

The Hiring for Hope Site is designed for educational and informational purposes only. While some of the information contained on this Site and in our social networks pertains to medical issues, it is intended to **complement** and not replace formal treatment and/or advice from medical professionals, and should be used accordingly.

This Site is **not** designed to provide, or be a substitute for, professional medical care. It is also **not** our intent to engage in rendering medical advice or professional medical and/or mental health services to any of our members. In addition, the information provided throughout this Site and in our social networks should not be used to diagnose or treat a health problem or disease. If you have, or suspect you may have a health problem, or think that you may require professional medical advice, you should consult the services of a competent, licensed health care professional.

THIRD PARTY SITES

Hiring for Hope explicitly disclaims any responsibility for the accuracy, content or availability of information found on sites that link to our hiringforhope.org web site and social networks from parties not associated with Hiring for Hope, regardless if prior permission to link is obtained from us. Hiring for Hope encourages discretion when browsing the internet using ours or anyone else's service. At times, some third party sites contain information that may be deemed inappropriate or offensive. Hiring For Hope cannot be held responsible for the accuracy, copyright compliance, legality or decency of material contained in third-party sites, and you hereby waive any claim against Hiring for Hope with respect to such site.

LIMITATION OF LIABILITY

By accepting these Terms of Service, you agree to indemnify and otherwise hold harmless Hiring for Hope, its officers, eventual employees, volunteers, interns, independent contractors, clients, business partners, sponsors and contributors, and agree that they are not liable for any direct, indirect, consequential, special, exemplary, or other damages arising from improper use of our web site, services, social network, or content found through or on our website.

In addition, Hiring for Hope assumes no responsibility for consequences resulting from the use of the information included on our web site, social network, use of our services, or from use of the information obtained at a linked Internet address, or in any respect for the content of such information, including but not limited to errors or omissions, the accuracy or reasonableness of factual or scientific assumptions, studies or conclusions, the defamatory nature of statements, ownership of copyright or other intellectual property rights, and the violation of property, privacy, or personal rights of others.

At certain places on our web site, live hyperlinks to other Internet addresses can be accessed. Such external content contains information created, published, maintained, or otherwise posted by institutions or organizations independent of Hiring for Hope. Hiring for Hope does not endorse, approve, certify or control these external Internet addresses and does not guarantee the accuracy, completeness, efficacy, timeliness, or correct sequencing of information located at such addresses. Use of any information obtained from such addresses is voluntary, and reliance on it should only be undertaken after an

independent review. Reference therein to any specific commercial product, process, or service by trade name, trademark, service mark, manufacturer, or otherwise does not constitute or imply endorsement, recommendation, or favoring by Hiring for Hope.

ACCESS TO THE SITE

Hiring for Hope reserves the right to deny or revoke access to our social networks, our website, or any part thereof, at any time in its sole discretion, with or without cause. Your access to this Site will terminate upon the termination of these Terms and Conditions for any reason. While Hiring for Hope endeavors to ensure that this Site is available at all times, Hiring for Hope shall not be liable if, for any reason, this Site or any of our social networks are unavailable at any time, or for any period.

DISCLAIMER

We are currently an all volunteer organization. As such, the materials, services, and information that may be found on or through this Site, may include technical inaccuracies or typographical and/or grammatical errors. Hiring for Hope may make changes or improvements at any time without notice. The materials, information and services on this Site are provided "as is" without any conditions, warranties or other terms of any kind. Accordingly, to the maximum extent permitted by applicable law, Hiring for Hope provides this Site on the basis that Hiring for Hope excludes all representations, warranties, conditions and other terms (including without limitation, the conditions implied by law of satisfactory quality, fitness for a particular purpose and the use of reasonable care and skill) which but for these terms and conditions might have effect in relation to the Site.

JURISDICTION; COMPLIANCE WITH LAWS

Access to and use of this Site and these Terms and Conditions are governed by U. S. federal law and/or the laws of the State of Georgia, U.S.A. ANY LEGAL ACTION OR PROCEEDING RELATING TO YOUR ACCESS TO, OR USE OF, THE SITE OR THESE TERMS AND CONDITIONS SHALL BE INSTITUTED ONLY IN A STATE OR FEDERAL COURT LOCATED IN THE STATE OF GEORGIA, U.S.A. YOU AND HIRING FOR HOPE AGREE TO SUBMIT TO THE JURISDICTION OF, AND AGREE THAT VENUE IS PROPER IN, THESE COURTS IN ANY SUCH LEGAL ACTION OR PROCEEDING.

WAIVER

The delay or omission by either party to enforce or exercise any terms or rights pursuant to these Terms and Conditions will not impair any such terms or rights, nor be construed to be a waiver thereof and shall in no way affect the other party's right later to enforce it. Any waiver by either party of any covenants, conditions or agreements to be performed by the other party will not be construed to be a waiver of any succeeding breach thereof or any covenant, conditions or agreement herein contained.

MISCELLANEOUS

If any part of these Terms and Conditions is unlawful, void, or unenforceable, that part will be deemed severable and will not affect the validity or enforceability of any remaining provisions. Any information related to your use of this Site for illegal purposes will be provided to law enforcement authorities. These Terms and Conditions and the Privacy Policy contained within, constitute the entire agreement between the parties relating to the use of this Site and supersede and replace any prior agreement and communication between the parties, except as otherwise set forth above or are provided in our social

network sections of the Site. Save as provided in these Terms and Conditions, you shall have no remedy in respect of any untrue statement (whether written or oral) made to you upon which you rely in agreeing to these Terms and Conditions (a "Misrepresentation") and Hiring for Hope shall have no liability to you other than pursuant to these express Terms and Conditions. Nothing in these Terms and Conditions shall exclude or limit Hiring for Hopes' liability for any misrepresentation knowing it was untrue. In the event you browse, access or use another Site hosted by Hiring for Hope or its affiliates, you may be subject to alternative terms and conditions of use, as may be specified on such Site. In such event, the terms and conditions of use applicable to that Site will govern your use of the Site.

All material on the Hiring for Hope web site and social network is copyrighted. Hiring for Hope is a nonprofit, 501(c)(3) organization incorporated in Georgia.

For more information, write Hiring for Hope,
P.O. Box 888636, Dunwoody, GA. 30356;
phone (404)-920-8636; fax (770) 200-2622

Privacy Policy

PRIVACY POLICY

Hiring for Hope regards the privacy and security of user information as a critical and significant component of the service that we offer to our members. We recognize your right to confidentiality, and are committed to protecting your privacy. We use the information that we collect on our Site and social networks to provide you with a better experience.

CONSENT

Each time you visit the Site and/or our social networks, you consent to the collection, use, disclosure, and processing of Personal Information in accordance with this policy. You also understand that it may be used to contact you, for our internal analytical and statistical purposes, email and mail campaigns, improve our services to you, and/or assist us with our ability to process any donations that may be made by you.

In particular, if you are located in a jurisdiction outside the United States, you consent to the transfer of your Personal Information to our servers and computer systems in the United States, a country that may not provide an equivalent level of data protection to the laws in your home jurisdiction. If you provide any Personal Information that relates to another person, you hereby state and agree that you have obtained proper consent from such person for the use, disclosure, and processing of such Personal Information as described in this Privacy Policy.

REGISTRATION

All information on our Site may be freely read. However, if you want to participate in any of the social networks and/or request to receive additional information or services from us, you may be required to register first by filling out one of our short web forms. At the time of registration, you will be prompted to provide certain personal information to us, including your name, city, state, zip code, contact number, and email address.

In order to further protect the privacy of our members, we ask that when you use our social networks, that you not publicly inquire about another member's personal contact or health information in an open forum. Instead, please request this information from another member by emailing them privately vs. using one of the public forum options located in the ***Voices of Hope*** social networks.

DISCLOSURE OF PERSONAL INFORMATION

We do not disclose your email address, except as otherwise provided in this Privacy Policy and expressly permitted by law. We will not give sell, rent, or loan any identifiable personal information to any third party for any marketing or solicitation purposes, unless approved and/or requested by you, or if we are legally required to do so. Instances in which we may disclose Personal Information as necessary or appropriate are outlined below:

- incidents of spamming
- illegal sale or distribution of prescription medications

- personal attacks on other members
- threats of bodily harm to self or others
- to protect the security of the Site
- to protect ourselves and our affiliated companies and business partners against liability
- to respond to subpoenas, judicial processes, or legitimate requests by law enforcement officials
- if we believe in good faith that the law requires it
- to the purchaser in connection with any sale, assignment, or other transfer of all or a part of our business or company; or
- where we believe in good faith that it is in the interest of the health, safety or protection of any third party.

In any of these situations, the recipient of the Personal Information may be located in the United States or another jurisdiction that may not provide an equivalent level of data protection to the laws in your home jurisdiction.

DATA SECURITY

Transmissions over the Internet are never 100% secure or error-free. As a result, we do not, and cannot, guarantee the security, accuracy, or completeness of Personal Information. However, we do maintain a high level of security on our servers and promote and implement it through our operational processes and procedures in order to protect your Personal Information against accidental or unlawful destruction or accidental loss, alteration, or unauthorized disclosure or access. Please be aware that any credit card information you may provide to us through our donation page also has an additional added level of security.

CHANGES TO THIS PRIVACY POLICY

We reserve the right to change this Privacy Policy from time to time and in our sole discretion, except where prior notice or consent is required by law. If the Privacy Policy for this Site changes, the revised Privacy Policy will be posted at the appropriate link on our Site. In the event that the change is significant or material, we will notify you of such a change by revising the link on the home page to read "Newly Revised Equal Opportunity/Terms of Use/ Privacy Policies". Please check the Privacy Policy frequently and particularly before you submit additional information via the Site. Your continued use of the Site constitutes acceptance of such changes in the Privacy Policy, except where further steps are required by applicable law. This Privacy Policy was last revised on March 27, 2010.

FEEDBACK/CONTACT INFORMATION

We welcome your feedback. Please feel free to contact us with any comments, questions, or suggestions you might have regarding the information practices described in this Privacy Policy.

You may contact us at:

Hiring For Hope
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