

# USA YOUTH & HIGH SCHOOL RUGBY

## PRIVACY POLICY

### I. Introduction.

This Privacy Policy explains how the USAY&HSR collects, uses, shares and safeguards Personal Data and Non-Personal Data collected on [www.USAYHSRugby.org](http://www.USAYHSRugby.org) or USAR.org, their mobile websites, USAY&HSR profiles on USAY&HSR social media sites and any other digital services and platforms officially operated or used by the USAY&HSR from time to time (“Sites”), including fusesport®, which is our online member registration contractor, as well as by phone or by paper.

### II. Types of Data We Collect

#### Personal Data

We collect information (whether online, by phone, or by paper) that enables the USAY&HSR to identify or contact you (“Personal Data”) to carry out its business purposes. USAY&HSR Sites collect this information for a variety of business reasons, including but not limited to, applying for membership, registering for an USAY&HSR event or program, purchasing USAY&HSR products or services, or otherwise interacting with the USAY&HSR.

The types of Personal Data we collect include, but are not limited to:

- **Contact Information:** for all adult participants we collect names, home addresses, email addresses, Internet protocol addresses and home and mobile telephone numbers that are provided by our members.
- **Parent/Guardian contact information:** for parents/guardians of our minor children participants, we collect only the contact information of the parents. We do not collect contact information for minor children, such as email addresses and mobile telephone numbers, if different from their parent’s/ guardian’s.
- **Emergency Contact Information:** for all participants, we collect the name and home and mobile telephone numbers of persons whom to contact in emergency
- **Minor children participants:** for minor children who register to participate we collect dates of birth, school or team affiliation, and gender and/or gender identity. We collect and maintain this information for eligibility, injure tracking, team/club assignment and rostering, for diversity and access purposes, as well as for analytics and demographic analyses.
- **Photographs.** USAY&HSR may collect photographs of our participants. We use photographs of our participants for roster verification purposes only.
- **Coaches, club administrators and referees** must comply with our [Volunteer Policy](#) and [Background Check policy](#) in order to participate. We use a trusted third-party agency to conduct these background checks. We do not receive these reports nor do we review the contents of those reports: only the background check agency reviews those reports. The agency only tells us whether an applicant has been approved as a volunteer.

## Non-Personal Data

We collect information (whether online, by phone, or by paper) that does not directly identify you as you interact with our Sites (“Non-Personal Data”). The types of Non-Personal Data we collect includes, but is not limited to:

- Site usage (e.g., browsing history, search terms, number of clicks, referring/exit pages, date/time stamp, time on Site)
- Products and services viewed, including advertisements for such products and services
- Computer type, operating system and platform type
- Internet service provider

## **III. How We Use Your Data**

In addition to the uses described above, we use your Personal Data, sometimes combined with Non-Personal Data, in a variety of ways including, but not limited to the below, in order to:

### Personal Data

- Identify you when you visit our Sites
- Provide service communications such as membership information and notifications.
- Respond to your emails or online requests for information or help.
- Deliver and process surveys
- Personalize and improve the usability of the Sites
- Fulfill and/or deliver USAY&HSR products and services

### Non-Personal Data

We and our third-party online registration platform may use Non-Personal Data to improve the usability of our Sites and for other business reasons. You may be subject to the privacy policies of these third-party sites.

## **IV. How We Share Your Data**

We share your Personal Data, sometimes combined with Non-Personal Data, in a variety of ways. The entities we share personal and non-personal data with, include, but are not limited to the following entities:

- Our affiliated organizations described below. We have agreements with all our affiliated organizations that they will treat all personal data of our registered members as confidential and private to the same extent that USAY&HSR does.
- USA Rugby is the National Governing Body of Rugby in America, USA Rugby. Our members are also members of USA Rugby. Accordingly, we share member information with USA Rugby for the same purposes we collect and maintain personal data: for member registration, participant eligibility and team rostering.

- State Youth Rugby Organizations govern USAY&HSR rugby matters within their jurisdiction. We share data with them for purposes of eligibility, participation, injury tracking, and rostering.
- Other member Affiliate Youth Rugby Organizations such as local leagues. We share data with these affiliated organizations for purposes of eligibility, participation, injury tracking, and rostering.
- We share data with our registered rugby teams and clubs for eligibility, participation, injury tracking and rostering.
- Other third parties in order to fulfill membership registration, injury tracking, fulfill service requests and to perform business functions (e.g., the USAY&HSR contracts with third parties to provide services on our behalf such as data hosting services; member registration and participant eligibility and team roster maintenance, and event registration services).
- Other third parties as required by law or to protect the USAY&HSR in the good-faith belief that such action is necessary to: (a) conform to legal requirements or comply with legal process served on the Organization; (b) protect and defend the USAY&HSR's rights or property; or (c) protect the personal safety of USAY&HSR personnel or members of the public in appropriate circumstances.
- With third parties under other unanticipated situations, but only with your consent.

***We do not share your information with other entities for purposes of promotions of products or services.***

#### **V. How You Can Manage the Processing of Your Data**

You can manage your profile and email preferences, including “opting out” of email by contacting us using the information in the “Contact Information” section below. If you prefer to receive hard copy mailings only from the USAY&HSR, you can contact us and request to have your name and address removed from the list we provide to third parties.

Our processing of your data is based upon your consent, contract performance (e.g., your purchase of products or membership sign-up/renewal), legitimate business interest (e.g., direct marketing of goods and services), or compliance with law. You have the right to object to our processing of your data or to restrict our processing of your data. In addition, if you have consented to the processing of your Personal Data, you have the right to withdraw your consent at any time. However, the withdrawal of your Personal Data may negatively affect your eligibility to participate in USAY&HSR rugby activities.

#### **VI. Children**

We do not knowingly collect Personal Data from children under the age of 13. We do not market to children under the age of 13.

#### **VII. How We Protect Personal Data**

The USAY&HSR implements commercially reasonable security measures to help protect against unauthorized access to or unauthorized alteration, disclosure, or

destruction of data. Except for membership directories, membership lists and registration lists, and the sharing of information as set forth in this Privacy Policy, we restrict access to Personal Data to certain companies who need the data to operate, develop, or improve our services. These individuals or partner organizations are bound by confidentiality obligations and may be subject to discipline, including termination and criminal prosecution, if they fail to meet these obligations.

Unfortunately, no data transmission over the Internet or electronic storage is fully secure. Accordingly, and despite our reasonable efforts to protect your Personal Data from unauthorized access, use, or disclosure, the USAY&HSR cannot guarantee or warrant the security of the Personal Data you transmit to us, or to or from our online Sites. If you have questions about this Privacy Policy, please contact us.

### **VIII. User ID and Password**

Certain areas of the Sites require the use of a user ID, email address, or password as an additional security measure that helps protect your Personal Data. To help you protect your privacy, these Sites have tools to help you log in and log out.

### **IX. Linking to Other Internet Sites**

You should be aware that other Internet sites that are linked from the Sites or from an USAY&HSR email message may contain privacy provisions that differ from the provisions of this Privacy Policy. To ensure your privacy is protected, we recommend that you review the privacy statements of these other linked sites, applications, or other digital platforms.

### **X. How You Can Access, Change and Delete Your Personal Data**

We rely on you to update and correct your Personal Data. If you are a registered member of USAY&HSR or the parent/guardian of a registered member of USAY&HSR, or you donate to USAY&HSR or, if you are a purchaser of USAY&HSR products and services, you can review, update and correct your information directly on the USAY&HSR's website or by contacting us using the information in the "Contact Information" section below. Typically, we retain your Personal Data for as long as you or your child is a registered member of USAY&HSR or, if not, for the period necessary to fulfill the purposes outlined in this Privacy Policy, unless a longer retention period is required or permitted by law. This may include retaining your Personal Data indefinitely, even after you are no longer a registered member of USAY&HSR, in order to comply with our legal obligations, resolve disputes, or enforce any of our agreements. Please note that you can request, at any time, that we delete your Personal Data. All requests must be directed to the contact in the "Contact Information" section below. We can decide to delete your Personal Data if we believe that the data is incomplete, inaccurate, or that our continued use and storage are contrary to our obligations to other members, individuals, or third parties. When we delete your Personal Data, it will be removed from our active membership or donor databases or anonymized so that the data is no longer identified with you, but the data may remain in our archives if the USAY&HSR determines that it is not practical or possible to delete it.

### **XI. Cookies and Other Web Devices**

Our website sends cookies (e.g., pieces of code or text placed on your computer by us or third-parties when you browse our Sites) to your web browser (if your browser's preferences allow it) to collect data when you browse our Sites. Cookie settings can be controlled in your Internet browser to automatically reject some forms of cookies. If you view our website without changing your cookie settings, you are indicating your consent to receive all cookies from our Sites. If you do not allow cookies, some features and functionality of our Sites may not operate as expected. In addition to cookies, we place technological tools (and allow certain third parties to place technological tools) such as tags and beacons (e.g., code scripts that are primarily used to track visitors' activities on our Sites by web analytics software), Internet Protocol (IP) addresses, and other tools, to collect your data for the purposes listed in this Privacy Policy.

## **XII. Transmission of Data to Other Countries**

Your Personal Data may be processed or stored in the countries outside the United States. By submitting your Personal Data to us, you agree to the transfer, storage and processing of your Personal Data outside the United States, but subject to this Privacy Policy.

## **XIII. Breach Notification**

In the event we determine the occurrence of a data security incident, we will notify you by email, US mail, telephone, or other means as permitted by law

## **XIV. Contact Information**

If you have questions, comments, or complaints concerning our privacy practices or if you wish to change, access, or remove your Personal Data, please contact us as indicated below. We will attempt, where practical, to respond to your requests and to provide you with additional privacy related information.

## **XV. Changes to the Privacy Policy**

USAY&HSR and its membership, products and services change frequently. This Privacy Policy is expected to change as well. USAY&HSR reserves the right to amend the Privacy Policy at any time, for any reason. The date of the last revision to the Privacy Policy will be indicated by the "Effective Date" at the bottom of this page.