

## Privacy Policy

The SAV Team takes great care in protecting your privacy. This policy is designed to simply explain our practices regarding the collection, use, and disclosure of any information provided to us during your visit to the following websites:

[SociopathsAsVillains.com](http://SociopathsAsVillains.com)

[RobertLouisMueller.com](http://RobertLouisMueller.com)

[EmbarcaderoOne.com](http://EmbarcaderoOne.com)

[BullyingBosses.com](http://BullyingBosses.com)

All information collected is covered by the Privacy Policy currently in effect at the time of collection. We may revise this Privacy Policy from time to time; if we make any changes and if you are a member to either of our blogs, you will be notified via email prior to the effective date of those changes. You understand and agree that any time you use our websites, you are deemed to have accepted the current Privacy Policy, which is accessible at all times on all of our sites.

This policy is intended to help you understand:

- What information we collect about you
- How we use your data
- How we share and disclose information
- How long we keep information
- Other important security and privacy information

### Information we collect from you

In the course of your use of the afore mentioned websites, we obtain the following information about you as described below.

**Account and profile information:** We collect information about you when you sign up for one of our blogs, and when you create or modify a blog member profile. For example, you provide your email address when signing up as a member, and we retain this email address for purposes explained in the “How we use your data” segment of this policy. Once your account exists, you have the ability to review, update and correct your personal information in the event that it changes. You also have the ability to update your notification preferences.

**Information you provide through our support channels:** If you submit information regarding a problem you are experiencing with the websites, you will be asked to provide contact information, a summary of the problem you are experiencing, and any other documentation, screenshots, or other information that might be helpful in resolving the issue.

**Payment information:** If you decide to purchase stickers, we may collect certain payment and billing information, such as account details, through secure payment processing services. Please refer to the Privacy Policies for Stripe and PayPal for additional information on their specific practices. You can find links to these and other sub-processors under the “Sub-processors” segment of this policy.

**System Data:** We may collect technical data about your computer or device, like your IP address, device type, operating system type and version, unique device identifiers, browser type, browser language, domain and other systems data, platform types, and approximate geographic data calculated based on your IP address.

**Usage Data:** We may collect usage statistics about your interactions with the services, including pages accessed, time spent on pages, features used, click data, date, time, and other data regarding your visit to the websites. We obtain some of this information via [GoDaddy.com](https://www.godaddy.com). We also use Google Analytics; Google collects only the IP address assigned to you on the date you visit any of our sites, and not your name or other identifying information. We do not combine the information collected through Google Analytics with personally identifiable information. Google Analytics does plant a permanent cookie on your browser to identify you as a unique user the next time you visit the sites, but the cookie cannot be used by anyone other than Google. Google's ability to use and share information collected by Google Analytics about your visits to our sites is restricted by the [Google Analytics Terms of Use](#) and the [Google Privacy Policy](#). You can prevent Google Analytics from recognizing you on return visits by [disabling cookies](#) on your browser. You can also opt-out of Google's collection and processing of data at [tools.google.com/dlpage/gaoptout](https://tools.google.com/dlpage/gaoptout).

## How we use your data

**To provide, update, maintain and protect our services and business:** This includes the correct usage and functionality of our websites and services, prevention of service errors, security or technical issues, and analysis of usage. It also includes communication to you through our blogs, or through other means, as a direct response to requests, comments, and questions.

**To analyze how people use our services:** We use data to improve our services, and to develop and provide smarter, faster, more secure and useful tools and features. We use collective learnings about how people use our services and feedback provided directly to us to troubleshoot and to identify trends, usage, activity patterns and areas in need of improvement.

**To send emails and other communications:** We may contact you via email or other communication method to inform you about specific services, technical issues, and/or administrative matters. We may also reach out to you to market our products. We may send you emails to tell you about new features, request your feedback, or just keep you up to date. You can opt-out of those email notifications on your account settings page.

**For billing, account management and other administrative matters:** We may need to contact you for invoicing, account management and similar reasons should you make any purchases through our websites.

**Customer support:** We use your information to resolve technical issues you encounter, to respond to your requests for assistance, to analyze crash information, and to repair and improve our services.

**To investigate and help prevent security issues, fraud and abuse:** We use information about you and your service use to verify accounts and activity, to monitor suspicious or

fraudulent activity, and to identify violations of service policies, as required by applicable law, legal process, or regulation.

## **How we share and disclose information**

We will not rent or sell potentially personally-identifying information to third-party companies for their commercial or marketing use.

**Third-party service providers and partners:** We may engage third-party companies or individuals as service providers or business partners to process information and support our business. You can see the list of the third-parties we use in the "Sub-processors" segment of this policy.

**Aggregated or de-identified data:** We may disclose or use for any purpose, aggregated or de-identified information that cannot reasonably be used to identify you personally. For example, we may share aggregated or de-identified information with partners for business or research purposes.

**To comply with laws:** If we receive a request, we may disclose information if the disclosure is in accordance with or required by any applicable law, regulation, or legal process.

**To enforce our rights, prevent fraud, and for safety:** To protect and defend the rights, property, or safety of Robert Louis Mueller, our websites, or any third-parties, including enforcing contracts or policies, or in connection with investigating and preventing fraud or security issues.

**With consent:** We may share information with third-parties when we have consent from you to do so.

## **How long we keep information**

**Information you provide to us:** Your account information and all other data you provide to us is kept until you delete your account. We also retain some of your information as necessary to comply with our legal obligations, to resolve disputes, to enforce our agreements, to support business operations, and to continue to develop and improve our services.

**Data we collect through automated means:** We retain system data and usage data for only as long as it is necessary to provide products and services to you, perform or fulfill our contractual obligations, comply with our legal obligations, resolve disputes, and enforce our agreements.

## **Security**

We take reasonable steps to protect personally identifiable information as you transmit it to our sites and to protect such information from loss, misuse, unauthorized access, disclosure, alteration, or destruction.

Employee and contractor access to personally identifying information is restricted to situations in which that information is needed in order to troubleshoot, operate, develop or improve our services.

You must protect your password to prevent unauthorized third-parties from accessing your account. In addition, if third-parties have access to the computer you use to log into your account, you must sign out of your account when you are finished to ensure protection of your information.

Please note that electronic communication, particularly email, is not entirely secure against interception, therefore we strongly advise against sending sensitive data (such as bank account or credit card numbers) by email or web form.

## Cookies

Cookies are small pieces of data stored on a site visitor's browser, used to keep track of the movements and actions on our sites. Some functions of the Cookies we use include recognition as an existing user upon return to our websites when using the same computer and web browser, and improving your experience with the websites.

Here is a list of Cookies that may currently be used on our websites:

COOKIE NAME	LIFE SPAN	PURPOSE
svSession	Permanent	Creates activities and BI
hs	Session	Security
incap_ses_\${Proxy-ID}_ _\${Site-ID}	Session	Security
incap_visid_\${Proxy-ID}_ _\${Site-ID}	Session	Security
nlbi_{ID}	Persistent cookie	Security
XSRF-TOKEN	Persistent cookie	Security

smSession	Two weeks	Identify logged in site members
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Please visit [https://codex.wordpress.org/WordPress\\_Cookies](https://codex.wordpress.org/WordPress_Cookies) for more information about Cookies used by WordPress.org which may affect you when visiting [BullyingBosses.com](https://BullyingBosses.com).

You can also analyze the Cookies on a specific website anytime through your browser's development console; be sure to use a private/incognito/anonymous browsing mode for accurate results.

**Do not track policy:** We do not collect personal information about your online activities over time and across third-party websites or online services. Therefore, "do not track" signals transmitted from web browsers do not apply to our sites or services, and we do not alter any of our data collection and use practices upon receipt of such a signal.

### Links to other web sites

Our websites may contain links or references to other sites to which this Privacy Policy does not apply. We encourage you to read the Privacy Policy of every website you visit.

### Sub-Processors

We may use the following sub-processors to host customer data or provide other infrastructure that helps with delivery of our services:

NAME	ACTIVITIES & POLICY LINK	COUNTRY
Amazon Web Services, Inc.	Cloud Service Provider (used for book sales) <a href="https://www.amazon.com/gp/help/customer/display.html/ref=footer_privacy?ie=UTF8&amp;nodeId=468496">https://www.amazon.com/gp/help/customer/display.html/ref=footer_privacy?ie=UTF8&amp;nodeId=468496</a>	United States
GoDaddy, Inc.	Cloud Service Provider (used for hosting services) <a href="https://www.godaddy.com/legal-agreements.aspx?otab=2">https://www.godaddy.com/legal-agreements.aspx?otab=2</a>	United States

Google Inc.	Cloud Service Provider (used for analytics) <a href="https://policies.google.com/privacy?hl=en&amp;gl=us">https://policies.google.com/privacy?hl=en&amp;gl=us</a>	United States
PayPal, Inc.	Cloud Service Provider (used for payment processing) <a href="https://www.paypal.com/us/webapps/mpp/ua/privacy-full">https://www.paypal.com/us/webapps/mpp/ua/privacy-full</a>	United States
Stripe, Inc.	Cloud Service Provider (used for payment processing) <a href="https://stripe.com/us/privacy">https://stripe.com/us/privacy</a>	United States
Wix.com, Inc.	Cloud Service Provider (used for hosting and web development) <a href="https://www.wix.com/about/privacy">https://www.wix.com/about/privacy</a>	
WordPress.org	Cloud Service Provider (use for weblog platform) <a href="https://wordpress.org/about/privacy/">https://wordpress.org/about/privacy/</a>	United States

### Questions or comments?

If you have questions or comments about this Privacy Policy, please email us at [SociopathsAsVillains.com](mailto:SociopathsAsVillains.com)