



## Nonprofit Privacy Policy

### Introduction

This Nonprofit Privacy Policy outlines how STEER, Inc. (“Company”, “we”, “our”, or “us”) collects, uses, protects, and shares personal data provided by donors, volunteers, employees, and other individuals interacting with our organization. We are committed to ensuring that your personal data is handled responsibly and in compliance with applicable data protection laws. This Nonprofit Privacy Policy explains how we collect, use, disclose, and safeguard your information when you visit our website [www.steerinc.org](http://www.steerinc.org), contact us or use our services.

### Data Collection and Use

STEER, Inc. collects personal information for the purpose of supporting our nonprofit's mission. The types of data we may collect include:

| Data Type                               | Purpose of Collection                           | Retention Period       |
|-----------------------------------------|-------------------------------------------------|------------------------|
| <b>Donor/Farmer/Rancher Information</b> | To process donations, sales and issue receipts  | Retained for 7 years   |
| <b>Volunteer Information</b>            | To manage volunteer opportunities and schedules | Retained for 5 years   |
| <b>Contact Information</b>              | To send newsletters and event updates           | Retained until opt-out |
| <b>Device and usage Information</b>     | To help target right audiences                  | Retained for 1 year    |
| <b>Mobil Information</b>                | Text communications, events, news               | Retained until opt-out |
| <b>Payment Information</b>              | To process donations or event fees              | Retained for 1 year    |

We will use the information provided to communicate with you, fulfill donations, manage volunteers, and promote our activities.

### Data Sharing and Third-Party Services

We do not sell, trade or rent your personal information to third parties for marketing or promotional purposes. We may share your personal data with third-party service providers to help us operate efficiently. These third parties include

payment processors, email marketing platforms, and event management services. We ensure that all third-party services comply with relevant data protection standards.

| Third-Party Service       | Purpose                                                              | Data Shared                                                |
|---------------------------|----------------------------------------------------------------------|------------------------------------------------------------|
| PayPal                    | Payment processing                                                   | Donor and payment information                              |
| Fundraising by Bloomerang | Payment processing & Event management                                | Donor and payment information & event registration details |
| Bloomerang                | Donor information, payment processing, Email marketing, online forms | Donor and payment information, contact information         |
| Eventbrite                | Event management                                                     | Event registration details                                 |

Mobile information will not be shared with third parties/affiliates for marketing/promotional purposes. All the above categories exclude text messaging originator opt-in data and consent; this information will not be shared with any third parties.

### **Data Security and Protection**

STEER, Inc. takes appropriate measures to safeguard your personal data from unauthorized access, alteration, disclosure, or destruction. We use encryption, secure servers, and other security measures to protect your information, and we regularly review our practices to ensure continued protection.

Our services are not directed to individuals under the age of 13. We do not knowingly collect personal information from children.

However, no method of transmission over the Internet is 100% secure, and we cannot guarantee absolute security.

If you suspect any security breach related to your data, please contact us immediately at [doo@steerinc.org](mailto:doo@steerinc.org).

### **Changes to this policy**

STEER, Inc. reserve the right to modify this Nonprofit Privacy Policy at any time. Updates will be posted on this web page with a revised effective date.

### **Conclusion**

You may:

- Opt out of receiving non-essential communications.
- Request access to, correction, or deletion of your personal information.

- Manage cookie preferences through your browser settings.

By engaging with STEER, Inc., you agree to the collection and use of your data as outlined in this privacy policy. We are committed to protecting your privacy and ensuring transparency in all our data-handling practices. For any questions or concerns, feel free to reach out to us at [info@steerinc.org](mailto:info@steerinc.org).

## GDPR Privacy Policy

### Introduction

This GDPR Privacy Policy explains how STEER, Inc. collects, processes, and protects your personal data in compliance with the General Data Protection Regulation (GDPR). By using our services, you consent to the collection and use of your data as outlined in this policy.

### Data Collection and Use

At STEER, Inc., we collect the following personal data when you interact with our services:

- **Personal Identification Information:** Name email address, address, cell phone, phone number
- **Payment Information:** Credit card details, billing address (for e-commerce) through third-party processing services).
- **Behavioral Data:** Cookies and other tracking technologies to improve user experience.

We use this data for the following purposes:

- To provide and improve our services.
- To process transactions securely.
- To send relevant marketing communications, if applicable.

The data collected will not be used for any purpose outside of the scope defined in this policy.

### User Rights

Under the **GDPR**, you have the following rights regarding your personal data:

- **Right to Access:** You may request a copy of the data we hold about you.
- **Right to Rectification:** You can correct any inaccurate or incomplete data.
- **Right to Erasure:** You may request that we delete your personal data, subject to applicable legal obligations.

- **Right to Object:** You may object to the processing of your data for specific purposes.

Requests for exercising these rights can be submitted by contacting us at [info@steerinc.org](mailto:info@steerinc.org).

## Data Security and Retention

We implement appropriate security measures to protect your personal data from unauthorized access, disclosure, or alteration. These measures include encryption, secure servers, and regular data security audits.

| Data Type               | Retention Period | Purpose                                 |
|-------------------------|------------------|-----------------------------------------|
| Personal Identification | 7 years          | For donations, sales & marketing        |
| Payment Information     | 7 years          | For financial auditing and compliance   |
| Behavioral Data         | 1 year           | To analyze website usage and improve UX |

We retain personal data only for as long as necessary to fulfill the purposes for which it was collected.

## Conclusion

If you have any questions or concerns, about our data transfer practices please contact us at [info@steerinc.org](mailto:info@steerinc.org).

## Terms of Use

### Introduction

Welcome to STEER, Inc.'s website (the "Site"). These Terms of Use ("Terms", "Agreement") govern your access to and use of the Site and the services provided by STEER, Inc. ("Company", "we", "us", or "our"). By accessing or using the Site, you agree to be bound by these Terms. If you do not agree to these Terms, do not use the Site.

### Use of the Site

You agree to use this Site only for lawful purposes and in a manner consistent with all applicable laws and regulations. You may not use the Site in any way that may impair the performance or functionality of the Site or interfere with other users' access to the Site.

### Intellectual Property

All content on the Site, including text, images, graphics, logos, and software, is the property of STEER, Inc. or its content suppliers and is protected by applicable copyright, trademark, and other intellectual property laws. You may not reproduce, distribute, or otherwise use any content without prior written consent from STEER, Inc.

### **Third-Party Links**

Our Site may contain links to third-party websites. We are not responsible for the content or practices of these websites and encourage you to review their terms and policies.

### **Disclaimer**

The Site and its content are provided "as is" without warranties of any kind. We do not guarantee the accuracy, completeness, or reliability of any content or service available through the Site.

### **Limitation of Liability**

To the maximum extent permitted by law, STEER, Inc. shall not be liable for any indirect, incidental, special, or consequential damages resulting from your use of or inability to use the Site or services.

### **Messaging Terms & Conditions**

You agree to receive informational and marketing messages (appointment reminders, account notifications, promos, etc.) from STEER, Inc. Message frequency varies. Message and data rates may apply. For help, reply HELP or email us at [info@steerinc.org](mailto:info@steerinc.org). You can opt out at any time by replying STOP.

### **Governing Law**

These Terms are governed by the laws of the State of North Dakota, without regard to its conflict of laws rules. Any disputes arising under these Terms shall be resolved in the appropriate state or federal courts of United States of America.

### **Changes to Terms**

We reserve the right to update or modify these Terms at any time without prior notice. Your continued use of the Site following any changes indicates your acceptance of the new Terms.

### **Contact Us**

If you have any questions about these Terms, please email us at [info@steerinc.org](mailto:info@steerinc.org).  
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