Privacy Notice

SHR Consulting Group, LLC

Our Commitment to Privacy

SHR Consulting Group, LLC ("SHR," "we," "our," or "us") respects your privacy and is committed to protecting the personal information entrusted to us. We recognize the importance of maintaining the confidentiality, integrity, and security of information collected through our website and business interactions.

This Privacy Notice explains how SHR collects, uses, protects, and shares personal information when you visit our website, apply for employment, contact us, or engage with us in a professional capacity.

1. Information We Collect

Depending on how you interact with SHR, we may collect the following types of personal information:

Contact Information: Name, email address, telephone number, company name, and other information provided when contacting SHR.

Employment Information: Resumes, employment history, professional qualifications, certifications, and other information submitted through the job application process on SHR's website.

Business Information: Professional contact details and information associated with customers, subcontractors, vendors, and business partners.

Website Information: Technical information such as IP addresses, browser types, and website activity where collected through our website or security systems.

Communications: Information you voluntarily provide through emails, website forms, or other correspondence.

We seek to collect only information reasonably necessary for legitimate business, employment, contractual, and legal purposes.

2. How We Use Your Information

SHR may use personal information to:

Respond to inquiries and requests for information.

Receive and evaluate employment applications submitted through SHR's website, assess qualifications, and communicate with candidates throughout the recruitment process.

Manage customer, subcontractor, and business relationships.

Provide and support our professional services.

Maintain the security and functionality of our website and systems.

Fulfill applicable legal, regulatory, and contractual obligations.

Support legitimate business operations and maintain appropriate records.

SHR uses personal information for the purposes for which it was collected and other purposes permitted or required by applicable law.

3. How We Share Information

SHR respects the confidentiality of personal information and limits disclosure to appropriate business and legal purposes.

We may share information with:

Authorized service providers supporting business operations, recruitment, and technology services.

Customers and government agencies when required to fulfill contractual obligations.

Professional advisers assisting with legal, financial, or compliance matters.

Regulatory authorities or law enforcement when required by applicable law.

SHR does not authorize the sale of personal information as part of its ordinary business practices.

We expect service providers handling personal information on our behalf to maintain appropriate confidentiality and security protections.

4. Information Security

Protecting personal information is an important part of SHR's commitment to responsible business practices.

SHR maintains administrative, technical, and physical safeguards designed to protect information against unauthorized access, disclosure, alteration, loss, or misuse.

Our information security practices are informed by our integrated management system and applicable requirements of ISO 9001:2015, ISO/IEC 20000-1:2018, and ISO/IEC 27001:2022.

While we take reasonable measures to safeguard information, no electronic transmission or storage system can be guaranteed to be completely secure.

5. Cookies and Website Technologies

Our website may use cookies or similar technologies to support website functionality, maintain security, and understand website usage.

Where these technologies are used, SHR will provide information and privacy choices as required by applicable law.

You may also be able to manage certain cookies through your browser settings.

6. Information Retention

SHR retains personal information only for as long as reasonably necessary to fulfill legitimate business purposes and comply with applicable legal, regulatory, contractual, and recordkeeping obligations.

When information is no longer required, SHR follows appropriate procedures for secure disposal or deletion.

7. Your Privacy Choices and Rights

SHR respects individuals' rights regarding their personal information.

Depending on applicable law, you may have the right to:

Request information about personal information maintained by SHR.

Request correction of inaccurate personal information.

Request deletion of certain personal information.

Exercise other privacy rights available under applicable law.

Some requests may be subject to legal, contractual, security, or recordkeeping requirements.

To submit a privacy-related request, please contact SHR at shroperations@shr.us. We may need to verify your identity before processing certain requests.

8. Third-Party Websites

Our website may contain links to websites operated by third parties.

SHR is not responsible for the privacy practices or content of independently operated websites. We encourage visitors to review the privacy notices of those websites before providing personal information.

9. Children's Privacy

SHR's website and services are intended for professional and business-related audiences and are not directed toward individuals under the age of 18.

We do not knowingly solicit or intentionally collect personal information from individuals under 18 through our website.

If we become aware that personal information has been collected from an individual under 18, we will take appropriate steps to review and delete the information, unless retention is required or permitted by applicable law.

If you believe an individual under 18 has submitted personal information through our website, please contact us at shroperations@shr.us.

10. Changes to This Privacy Notice

SHR may update this Privacy Notice periodically to reflect changes in business practices, technology, legal requirements, or information security procedures.

Updates will be posted on this page with a revised effective date.

We encourage visitors to review this notice periodically.

11. Contact Us

If you have questions about this Privacy Notice, how SHR handles personal information, or would like to submit a privacy-related request, please contact:

SHR Consulting Group, LLC

Email: shroperations@shr.us

We will review privacy-related inquiries and respond in accordance with applicable requirements.