

Privacy Policy

Empowerium LLC

Effective Date: September 11, 2026

Last Updated: September 11, 2026

Empowerium LLC ("Empowerium," "we," "us," or "our") operates the website empower-ium.com (the "Site") and provides curriculum, program materials, and related services to correctional facilities, reentry organizations, and individual participants (collectively, the "Services"). This Privacy Policy explains how we collect, use, disclose, and protect information in connection with the Site and Services.

By using the Site or Services, you agree to the collection and use of information as described in this Policy.

1. Information We Collect

a. Information You Provide Directly

- Contact information (name, email address, phone number, organization/facility name) submitted through forms, inquiries, or purchases.
- Billing and payment information when purchasing materials (processed through a third-party payment processor; we do not store full payment card details).
- Program-related materials submitted by facilities on behalf of participants, including completion checkboxes and program evaluation questionnaires.

b. Information Collected Automatically

- Standard website usage data (IP address, browser type, device type, pages visited, referring URLs) collected through standard web analytics tools.
- Cookies and similar tracking technologies (see Section 5).

c. Information About Program Participants

Facilities and organizations that purchase or distribute Empowerium materials to individuals in their programs are responsible for informing those individuals about what information is being collected and submitted to Empowerium LLC. Questionnaire responses submitted to us are used solely for the purposes described in Section 2 below.

Graduation essays and personal reflections completed as part of the curriculum are reviewed by facility facilitators as a certificate requirement and are not submitted to or retained by Empowerium LLC.

2. How We Use Information

We use collected information to:

- Fulfill orders and provide access to purchased materials
- Verify program completion and administer evaluation protocols
- Improve curriculum content and program effectiveness based on aggregated, de-identified feedback
- Communicate with facilities, coordinators, and customers regarding their accounts, orders, or program participation
- Comply with legal obligations and enforce our Terms of Service
- Respond to inquiries and provide customer support

We do not sell personal information to third parties.

3. How We Share Information

We may share information with:

- **Service providers** who perform functions on our behalf (e.g., payment processing, website hosting, email delivery), under confidentiality obligations
- **Facilities and program coordinators**, to the extent information relates to their own participants and program administration
- **Legal authorities**, if required by law, subpoena, or legal process, or to protect the rights, safety, or property of Empowerium LLC or others

We do not share individual questionnaire responses publicly. Aggregated or de-identified data may be used for research, reporting, or promotional purposes (e.g., "X% of participants reported improved outcomes") without identifying any individual.

4. Data Security

We take reasonable administrative, technical, and physical measures to protect information from unauthorized access, disclosure, alteration, or destruction. However, no method of transmission or storage is completely secure, and we cannot guarantee absolute security.

5. Cookies and Tracking Technologies

The Site may use cookies and similar technologies to improve functionality, analyze usage, and enhance user experience. You can control cookie settings through your browser; disabling cookies may affect certain Site features.

6. Data Retention

We retain personal information for as long as necessary to fulfill the purposes described in this Policy, comply with legal obligations, resolve disputes, and enforce agreements. Program completion records and evaluation data may be retained for longitudinal program assessment purposes as described in our program materials.

7. Your Rights and Choices

Depending on your location, you may have rights to access, correct, delete, or restrict use of your personal information. To make such a request, contact us at the email below. We will respond in accordance with applicable law.

Residents of certain states (e.g., California) may have additional rights under state privacy laws. If you believe such laws apply to you, please contact us to make a request.

8. Children's Privacy

The Site is not directed to children under 13, and we do not knowingly collect personal information from children under 13 through the Site itself. Where Empowerium materials are distributed to minors through juvenile facility programs, such facilities are responsible for obtaining any necessary parental/guardian consent and complying with applicable laws regarding minors' data.

9. Third-Party Links

The Site may contain links to third-party websites. We are not responsible for the privacy practices or content of those sites.

10. Changes to This Policy

We may update this Privacy Policy from time to time. The "Last Updated" date at the top will reflect the most recent revision. Continued use of the Site or Services after changes constitutes acceptance of the updated Policy.

11. Contact Us

If you have questions about this Privacy Policy, contact us at:

Empowerium LLC

Email: programs@empower-ium.com

Website: empower-ium.com