



PRIVACY POLICY

Cushman Coaching and Consulting Services LLC | Effective Date: April 4, 2026

This Privacy Policy describes how [Your Business Name] ("Company," "we," "us," or "our") collects, uses, discloses, and protects the personal information of individuals ("you" or "your") who engage with our coaching and consulting services, visit our website, or communicate with us in any capacity.

By using our services or providing us with your personal information, you consent to the practices described in this Privacy Policy. If you do not agree with this policy, please do not use our services.

1. Information We Collect

1.1 Information You Provide Directly

We collect personal information that you voluntarily provide to us, including:

- Full name, email address, phone number, and mailing address
- Professional background, job title, employer, and industry
- Billing information and payment details (processed securely through third-party payment processors)
- Goals, challenges, and personal or professional circumstances shared during coaching or consulting sessions
- Information provided in intake forms, questionnaires, applications, or assessments
- Communications and correspondence you send to us

1.2 Information Collected Automatically

When you visit our website, we may automatically collect certain technical information, including:

- IP address, browser type, and operating system
- Pages visited, time spent on pages, and navigation paths
- Referring URLs and search terms used to find our website
- Device identifiers and usage data

1.3 Information from Third Parties

We may receive information about you from third-party sources, such as referral partners, social media platforms, or publicly available sources, which we may combine with information we already hold.

2. How We Use Your Information

We use the information we collect for the following purposes:

- To provide, deliver, and personalize our coaching and consulting services;
- To communicate with you regarding appointments, sessions, invoices, and program updates;
- To process payments and manage billing;
- To send newsletters, resources, and marketing communications (where you have consented);
- To assess program effectiveness and improve our services;
- To comply with legal obligations and enforce our agreements; and
- To protect the rights, safety, and property of our clients, the Company, or others.

3. Legal Basis for Processing

We process your personal information on the following legal grounds:

- Contract Performance: Processing necessary to fulfill our coaching or consulting agreement with you;
- Legitimate Interests: Processing necessary for our legitimate business interests, provided such interests are not overridden by your rights;
- Consent: Where you have given clear consent for a specific purpose, such as marketing communications; and
- Legal Obligation: Processing required to comply with applicable law.

4. Sharing and Disclosure of Information

We do not sell, rent, or trade your personal information to third parties. We may share your information in the following limited circumstances:

- Service Providers: With trusted vendors and contractors who assist us in operating our business (e.g., payment processors, scheduling software, email service providers), subject to confidentiality obligations;
- Professional Advisors: With attorneys, accountants, or other advisors as necessary for legal or financial purposes;
- Business Transfers: In connection with a merger, acquisition, or sale of business assets, where your information may be transferred to a successor entity; and
- Legal Requirements: When required by law, court order, or governmental authority, or to protect the rights and safety of individuals.

5. Confidentiality of Coaching and Consulting Sessions

We treat all information shared during coaching and consulting sessions as **strictly confidential**. We will not disclose the substance of your sessions to any third party without your express written consent, except where required by law or where we reasonably believe disclosure is necessary to prevent imminent harm to you or others.

6. Data Retention

We retain your personal information for as long as necessary to fulfill the purposes outlined in this Privacy Policy, maintain our client records, and comply with our legal obligations. When information is no longer needed, we will securely delete or anonymize it.

7. Data Security

We implement appropriate technical and organizational measures to protect your personal information from unauthorized access, disclosure, alteration, or destruction. However, no method of transmission over the internet or electronic storage is completely secure, and we cannot guarantee absolute security.

8. Your Rights

Depending on your location, you may have the following rights with respect to your personal information:

- Right to Access: Request a copy of the personal information we hold about you;
- Right to Correction: Request correction of inaccurate or incomplete information;
- Right to Deletion: Request erasure of your personal information in certain circumstances;
- Right to Restrict Processing: Request that we limit how we use your information;
- Right to Data Portability: Request transfer of your information to another provider;
- Right to Withdraw Consent: Withdraw consent at any time where processing is based on consent; and
- Right to Object: Object to processing based on legitimate interests.

To exercise any of these rights, please contact us at [contact@yourbusiness.com]. We will respond to your request within 30 days.

9. Cookies and Tracking Technologies

Our website may use cookies and similar tracking technologies to enhance your browsing experience, analyze site traffic, and understand how visitors interact with our content. You may control cookie preferences through your browser settings. Note that disabling cookies may affect the functionality of certain features of our website.

10. Third-Party Links

Our website may contain links to third-party websites or platforms. This Privacy Policy does not apply to those sites, and we encourage you to review their respective privacy policies before providing any personal information.

11. Children's Privacy

Our services are not directed to individuals under the age of 18. We do not knowingly collect personal information from minors. If we become aware that we have collected information from a child under 18 without parental consent, we will take prompt steps to delete such information.

12. Changes to This Privacy Policy

We reserve the right to update this Privacy Policy at any time. Any changes will be posted on our website with a revised effective date. Your continued use of our services

following such changes constitutes your acceptance of the updated policy. We encourage you to review this policy periodically.

13. Contact Us

If you have any questions, concerns, or requests regarding this Privacy Policy or our data practices, please contact us at:

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