

Talent Authority, Inc.

Privacy Policy

Talent Authority (“we,” “us,” or “our”) respects your privacy and is committed to protecting personal information. This Privacy Policy explains how we collect, use, and protect information obtained through our website and services.

Information We Collect

We may collect the following categories of personal information:

- Contact information (such as name, email address, phone number, employer, job title)
- Registration and participation information for training, coaching, assessments, or events
- Assessment, survey, and intake responses provided for development purposes
- Website usage data (such as IP address, browser type, and pages visited)

How We Use Information

We use personal information to:

- Deliver leadership development, assessment, coaching, and training services
- Administer assessments and surveys
- Communicate with participants and client organizations
- Provide aggregated insights and reporting
- Improve our services and website
- Comply with legal or contractual obligations

Assessment data is used for development purposes and is not used for employment decision-making unless an assessment is conducted in a pre-hiring context.

Text Messaging (SMS)

If you provide your mobile number, Talent Authority may use text messaging to share service-related communications such as program reminders, scheduling updates, or assessment notifications. Text messages are sent only when consent is provided. Message and data rates may apply. You may opt out of text messages at any time by replying STOP.



Information Sharing

We do not sell or share personal information for commercial purposes.

Information may be shared:

- With client organizations in aggregated or agreed-upon formats
- With trusted service providers who support our operations under confidentiality obligations
- When required by law or to protect legal rights
- When required for participation in state-funded training programs, in which case information may be shared with the state and a designated third-party administrator.

Data Security & Retention

We use reasonable administrative and technical safeguards to protect personal information. Data is retained only as long as necessary to fulfill service, legal, or contractual requirements.

Your Privacy Rights

California Residents (CCPA/CPRA): California residents have the right to know what personal information we collect, request access or deletion, correct inaccurate information, and limit the use of sensitive personal information. We do not sell or share personal information as defined under California law.

GDPR (EU/UK Residents): If you are located in the European Union or United Kingdom, you have the right to access, correct, delete, restrict, or object to the processing of your personal data, and to request data portability. Our lawful basis for processing includes consent, contractual necessity, and legitimate business interests.

Cookies

Our website may use cookies or similar technologies to support functionality and analytics. You may control cookie preferences through your browser settings.

Updates

We may update this Privacy Policy periodically. Updates will be posted on this page with a revised effective date.

Contact Us

Talent Authority

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