

Privacy Policy



PREPARED FOR
Visitors, Users, Clients and Prospective Clients

PREPARED BY
Ascending HR Consulting LLC

Privacy Policy

This Privacy Policy (herein referred to as “Policy”) explains how Ascending HR Consulting LLC (herein referred to as the “**Company**,” “**we**,” “**us**,” or “**our**”) processes Personal Data that we collect from you (herein referred to as the “**Subscriber**”) as a Controller.

1. DEFINITIONS.

(a) “**Controller**” means the natural or legal person, public authority, agency, or other body, which alone or jointly with others, determines the purposes and means of processing Personal Data.

(b) “**Personal Data**” means any information relating to an identified or identifiable natural person (“**data subject**”). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier, or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

(c) “**Service(s)**” means HR Consulting Services .

(i) “**Subscriber**” means the natural or legal person who has subscribed to the Service(s) by agreeing to the Terms.

(ii) “**Terms**” means the binding contract between the Company and Subscriber that governs the Subscriber's access and use of the Service(s).

2. DATA COLLECTION.

The Subscriber directly provides the Company with most of the data we collect. The Company collects Personal Data from the Subscriber from the following sources:

Ascending HR Consulting, LLC collects personal information from the following sources:

Information You Provide Directly We collect information that you voluntarily provide when you: Complete a contact form on our website. Schedule a consultation or meeting through our online scheduling platform. Subscribe to our newsletter or marketing communications. Request information about our services. Register for webinars, training sessions, workshops, or events. Submit inquiries by email, telephone, text message, or social media. Engage us to provide consulting or other professional services. Complete surveys, assessments, or feedback forms.

Information Collected Automatically When you visit our website, certain information may be collected automatically through cookies and similar technologies, including: IP address Browser type and version Device type Operating system Pages visited Date and time of your visit Referring website

Website usage and navigation information This information helps us improve our website, understand visitor interactions, and enhance the user experience. Information from Third-Party Service Providers We may receive information from trusted third-party service providers that assist us in operating our business, including: Website hosting providers Appointment scheduling platforms Email and productivity service providers Analytics providers Payment processors (if applicable) Customer relationship management (CRM) systems (if applicable) Event registration platforms (if applicable) Information from Business Clients When providing HR consulting services, we may receive information from our clients necessary to perform the services requested. Depending on the engagement, this may include information relating to employees, applicants, contractors, or other authorized representatives. We collect and use such information only as necessary to fulfill our contractual obligations and in accordance with applicable law. Information from Publicly Available Sources We may obtain limited professional or business-related information from publicly available sources, including company websites, professional networking platforms, publicly available government records, or other publicly accessible sources, where appropriate for legitimate business purposes. Information from Referrals We may receive your contact information when you are referred to us by an existing client, professional colleague, business partner, or other trusted referral source. We will use this information solely to respond to the referral or your inquiry

3. PROCESSING OF PERSONAL DATA.

(a) The Company processes the Subscriber's Personal Data to Ascending HR Consulting, LLC collects and uses personal information for legitimate business purposes, including to: Respond to inquiries and requests for information about our services. Schedule and manage consultations, meetings, training sessions, and other appointments. Provide HR consulting, compliance, workplace investigation, leadership development, recruitment, training, and related professional services. Prepare proposals, agreements, invoices, and other client communications. Deliver requested resources, newsletters, compliance updates, and marketing communications to individuals who have opted to receive them. Maintain and manage client relationships and provide ongoing customer support. Improve the functionality, performance, security, and user experience of our website. Analyze website traffic and usage trends to better understand visitor needs and enhance our services. Protect the security and integrity of our website, systems, and business operations. Detect, prevent, and investigate fraud, unauthorized access, or other unlawful activities. Comply with applicable federal, state, and local laws, regulations, legal processes, and contractual obligations. Establish, exercise, or defend legal claims when necessary. Maintain business records and fulfill accounting, tax, insurance, and record retention requirements. Carry out any other purpose disclosed at the time information is collected or as otherwise permitted or required by law..

(b) The Company will generally collect Personal Data from Subscribers only where it needs to create a contract with the Subscriber, where the processing is in the Company's legitimate interests and not overridden by the Subscriber's data protection interests or fundamental rights and freedoms, or where the Company has the Subscriber's consent. In some cases, the Company may also have a legal obligation to collect Personal Data from the Subscriber.

(c) If the Company processes Personal Data with the Subscriber's consent, the Subscriber may withdraw their consent at any time.

4. SHARING OF PERSONAL DATA.

(a) The Subscriber acknowledges that the Company may share the Subscriber's Personal Data with its group companies and third-party service providers to offer the Subscriber the Company's Service(s) and/or send information or updates about the Service(s).

(b) When the Company processes the Subscriber's order, it may send the Subscriber's Personal Data and use the resulting information from credit reference agencies to prevent fraudulent purchases.

(c) The Company shares Personal Data in the following instances

Sharing of Personal Information Ascending HR Consulting, LLC values the privacy and confidentiality of the information entrusted to us. We do not sell personal information or disclose it to third parties for their independent marketing purposes. We may share personal information only in the following limited circumstances:

Service Providers We may share information with trusted third-party service providers that perform services on our behalf, such as website hosting, email communications, cloud storage, appointment scheduling, payment processing, information technology support, analytics, or other business operations. These providers are authorized to use personal information only as necessary to perform services for us and are contractually or legally obligated to protect its confidentiality.

Client Engagements When providing consulting services, we may collect, access, use, or disclose personal information as necessary to perform services requested by our clients and in accordance with applicable agreements, legal requirements, and client instructions.

Legal and Regulatory Requirements We may disclose personal information when we believe such disclosure is necessary to:

- Comply with applicable federal, state, or local laws, regulations, court orders, subpoenas, or other legal processes;
- Respond to lawful requests from governmental or regulatory authorities;
- Protect our legal rights, property, or safety, or those of our clients or others;
- Detect, investigate, or prevent fraud, security incidents, or other unlawful activity.

Business Transactions If Ascending HR Consulting, LLC is involved in a merger, acquisition, sale of assets, reorganization, or similar business transaction, personal information may be transferred as part of that transaction, subject to appropriate confidentiality protections.

With Your Consent We may share personal information for other purposes when you have provided your consent or directed us to do so. Except as described above, we do not disclose personal information to third parties without authorization or as otherwise permitted or required by law..

5. RETENTION OF PERSONAL DATA.

(a) Company retains the Personal Data when an ongoing legitimate business requires retention of such Personal Data.

(b) In the absence of a need to retain Personal Data, the Company will either delete or aggregate it. If this is not possible, the Company will securely store your Personal Data and isolate it from any further processing until it is deleted.

6. SECURITY OF PERSONAL DATA.

The Company uses appropriate technical and organizational measures to protect the Personal Data it collects and processes. These measures are designed to provide a high level of security appropriate to the risk of processing the Subscriber's Personal Data. If you are a Subscriber and have any concerns about the security of your Personal Data, please contact us immediately.

7. MODIFICATION.

The Company keeps this Policy under regular review and may update this webpage at any time. This Policy may be amended at any time, and the Subscriber shall be notified only if there are material changes to this Policy.

8. CONTACT DETAILS.

If you have any concerns about this Policy, please get in touch with us at hrrsolutions@ascendinghr.com.