

University of Phoenix Policy Applicant Privacy

in the context of reviewing,

nsidering, managi**rió; ଓ:ଏଡ**:i**୪୦**୭,୭୪୧୬cessing/ourapplication**େ ଅନୁକ୍ରମଣ ଜନ୍ୟ i ଓଡ଼**ଓ ଫଲ୍ଟେମ୍ପ**ଟ୍ୟ i ଓଡ଼ି** withthe University

If you reside in California, please refer to the Addendum of State Information for state-specific information.

3.0 Personal Information

For the purposes of this policy, "Personal Information" is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household.

Please note that this policy does not address or apply to our collection of protected health information "PHI"), consumer credit reports and background checks, or publicly available data lawfully made available from state or federal government records. This policy also does not apply to the Personal Information may collect from contractors, job applicants, consumers, or end users of University products and service including employees in the context of their personal use of such products and services.

4.0 Policy

Categories of Personal Information Collected and Purposes for Use
The categories of Personal Information we collect and our use of Personal Information may vary
depending upon the circumstances, such as stage of application process or the role(s) applied for. The

number(s), internet protocol (IP) address, email address, social security number, driver's license number, passport number, or other similar identifiers.

Purpose(s) for Use Include:

- Scheduling and conducting interviews
- Identifying candidates, including by working with external recruiters



- Reviewing, assessing, and verifying information provided to conduct criminal and background checks and to otherwise screen or evaluate applicants' qualifications, suitability, and relevant characteristics
- Extending and negotiating the terms of offers
- Administering and monitoring compliance with the University's policies and procedures
- Communicating with applicants regarding their applications and/or about other similar position(s) in which they may be interested
- Maintaining applicant personal information for future consideration
- Facilitating financial, tax and accounting audits, and audits and assessments of our business operations, security controls, financial controls, or complying with legal obligationsd [(f)3.6 (i)19b (s)-2 giaing



- Protecting and defending the University's rights and interests and those of third parties, including managing and responding to employment-related and other legal claims or disputes and otherwise establishing, defending, or protecting the University's rights or interests or the rights and interests of others, including in the context of anticipated or actual litigation with third parties
- Complying with applicable legal obligations, such as responding to court orders, subpoenas, or other requests for information from government agencies, as well as assessments, reviews, and reporting relating to such legal obligations, including under privacy laws, employment and labor laws and regulations, and other applicable laws, regulations, opinions, and guidance

Geolocation Data: precise geographic location information about a particular individual or device when p()0.5 (,)3.5 ((m)7.7 (at)3.6k()0.6 (o10.06 ()Tj 153.778(s)-n)]T Q q 72 311.46 h (c)4mEon)0.5 (gui)4 (c)-1.9



 Conducting audits and assessments of our business operations, security controls, financial controls, or compgine 5niv y86.5 (c)]TJ Ewons ho



- Geolocation data
- Audio, visual, and other similar electronic data
- Professional or employment-related information (and is 3.0 T6 (c465d m) Ew9 (r) 5.9 (a) 5.9 (t) .34 (a) 5.9 ()]TJ 0