

## **Public Employment Relations Commission**

### **Privacy Notice**

This Privacy Notice summarizes how information from visitors to *nj.gov/PERC* is collected, used and protected. Please note that this Privacy Notice does only applies to PERC's website. Once you leave the *nj.gov/PERC* website to visit another State Agency's site, please refer to that Agency's posted Privacy Notice. All Executive Branch State Agencies are required to post a Privacy Policy Notice<sup>1</sup> that describes in more detail what information they collect, how it is used and how they will protect it. By accessing *nj.gov/PERC*, you accept the terms and conditions described herein without limitation.

**Changes to Our Privacy Notice:** From time to time, we may revise this Privacy Notice and/or use personal information for new, unanticipated uses not previously disclosed to meet changes in laws, rules, policies or procedures, or to satisfy the needs of our users. Unless otherwise required under applicable law, the revised Privacy Notice will take effect immediately upon such posting.

Last Updated: March 2022

#### **Privacy Notice: What and how *nj.gov/PERC* collects information**

We may collect both personal and non-personal information for our legitimate interests, including, but not limited to performing data analysis, security, identifying usage trends, and auditing the use and functionality of *nj.gov/PERC*. In addition to any personal information or other information that you choose to provide to us, we or our third-party service providers may use a variety of technologies, now and developed in the future, that automatically collect certain website usage information whenever you visit or interact with *nj.gov*. This information may include browser type, operating system, the page served, the time, the source of the request, the preceding page view, and other similar information. We may utilize this usage information for a variety of purposes, including to enhance or otherwise improve our website. We may also use device identifiers to secure the *nj.gov* website and its associated information technology infrastructure.

For purposes of this Privacy Notice, "personal information" means any information that can be used to distinguish or trace an individual's identity, either alone or when combined with other personal or identifying information that is linked to a specific individual. We may collect "personal information", i.e., information that identifies you or relates to you, such as your:

- Name
- Postal address
- Telephone number(s)
- Email address(es)
- Geolocation information
- IP address

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<sup>1</sup> New Jersey Statewide Information Security Manual, Feb. 2021.

- Domain name (e.g., “xcompany.com” if you use a private account or “yourschool.edu” if you are connecting through a university domain)
- The type of browser and operating system used to access *nj.gov*
- The internet address of the website from which you linked directly to *nj.gov*
- The pages you visit within the *nj.gov* website
- The links you use to go to other websites through *nj.gov*

### **Privacy Notice: How *nj.gov*/PERC uses your information**

We may use your non-personal information by itself, as part of aggregated information, or as anonymous information that does not personally identify you. As aggregated and/or anonymized information does not constitute personal information, we may use it for any purpose. We may provide this and certain other non-personal information to third parties, who may in turn use this information to help us improve *nj.gov* and this will not involve disclosing any of your personally identifiable information.

If we combine anonymized or aggregated data with personal information, we will treat the combined information as if it were personal information which will be afforded the protections required by applicable law.

We may use your personal information to communicate with you including, but not limited to, responding to your inquiries, fulfilling your requests or to send information to you.

### **Privacy Notice: How *nj.gov*/PERC protects your information**

We take all reasonable steps and precautions to protect the information you provide us on *nj.gov* from unauthorized access, disclosure, alteration, or destruction; however, this cannot be absolutely guaranteed. For more information on how we secure and protect your information, please visit <https://www.cyber.nj.gov/>.

**Please note the following regarding minors:** The State of New Jersey is committed to protecting children's privacy online. It is important for parents, guardians and teachers to provide guidance to children when they are asked for their personal information online. The State of New Jersey specifically asks children to obtain their parents' or guardians' permission before providing any personal information online. If children do provide their information on a State of New Jersey website, it is only used to enable us to respond to the writer. For more information on the Children's Online Privacy Protection Act (COPPA), please visit Children's Online Privacy Protection Rule: A Six-Step Compliance Plan for Your Business | Federal Trade Commission ([ftc.gov](http://ftc.gov))

If, after reviewing this Privacy Notice, you have any questions, complaints or privacy concerns regarding *nj.gov* please send an email to [mail@perc.state.nj.us](mailto:mail@perc.state.nj.us), or send a letter to:

Chief Privacy Officer, PERC  
PO Box 429  
Trenton, New Jersey 08625-0429

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