

Privacy Policy

January 1, 2024

1. Introduction

Welcome to Dark Solutions ("we," "our," or "us"). We are committed to protecting your privacy and ensuring that your personal information is handled in a safe and responsible manner. This Privacy Policy explains how we collect, use, disclose, and safeguard your personal information when you visit our website, apply for a job, or engage with our staffing services.

2. Information We Collect

2.1 Personal Information

We may collect the following types of personal information (**We do not share, sell or convey your personal information with third parties for marketing or promotional purposes.:**)

- For Job Applicants and Employees: Name, contact information (e.g., email address, phone number), resume, employment history, educational background, references, and any other information provided during the application process.
- For Clients: Company name, contact details, business information, and information related to staffing needs.
- For Website Visitors: IP address, browser type, operating system, and information about your use of our website.

2.2 Sensitive Information

We may collect sensitive information such as:

- For Job Applicants and Employees: Social Security Number, background check information, and other information required for employment verification and compliance with legal requirements.

3. How We Use Your Information

We use the information we collect for various purposes, including:

- Job Applicants and Employees: To evaluate your suitability for job openings, process your application, communicate with you about job opportunities, and comply with legal and regulatory requirements.
- Clients: To understand your staffing needs, match suitable candidates to your job openings, and manage the staffing process.
- Website Visitors: To improve our website functionality, monitor and analyze website usage, and respond to inquiries or requests.

4. How We Share Your Information

We may share your personal information with:

- Clients: To facilitate the staffing process and provide suitable candidates for job openings.
- Service Providers: Third-party vendors who perform services on our behalf, such as background checks, payroll processing, and IT support. These providers are contractually obligated to protect your information and use it only for the services they perform.
- Legal Authorities: When required to comply with legal obligations, respond to legal processes, or protect our rights and the rights of others.

5. Data Security

We implement appropriate technical and organizational measures to safeguard your personal information against unauthorized access, alteration, disclosure, or destruction. These measures include encryption, access controls, and secure storage practices.

6. Data Retention

We retain personal information only for as long as necessary to fulfill the purposes for which it was collected, comply with legal requirements, or as otherwise required by applicable laws and regulations. When no longer needed, we will securely delete or anonymize your information.

7. Your Rights

Depending on your location and applicable laws, you may have the following rights regarding your personal information:

- Access: Request access to the personal information we hold about you.

- Correction: Request correction of any inaccurate or incomplete personal information.
- Deletion: Request deletion of your personal information, subject to legal or contractual obligations.
- Opt-Out: Opt-out of receiving marketing communications from us.

To exercise any of these rights, please contact us using the details provided in Section 9.

8. Changes to This Privacy Policy

We may update this Privacy Policy from time to time to reflect changes in our practices or legal requirements. The updated policy will be posted on our website, and we encourage you to review it periodically.

9. Contact Us

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

Dark Solutions
1195 11th Street
Arcata, CA 95521
707-630-5090
info@darkstaffingsolutions.com

10. Additional Information

For more information about our data protection practices, please contact our Data Protection Officer.