

# Privacy Policy

**Effective Date:** August 22, 2025

The Nanny Standard, LLC (“we,” “our,” “us”) is committed to safeguarding the confidentiality and security of personal information entrusted to us by families and childcare candidates. This Privacy Policy explains how we collect, use, disclose, and protect information in compliance with applicable federal and state laws, including the **Fair Credit Reporting Act (FCRA)**, the **Illinois Personal Information Protection Act (PIPA)**, and applicable privacy and data security requirements in **Wisconsin**, such as the Wisconsin Data Privacy Act (WDPA).

---

## 1. Information We Collect

We may collect the following categories of personal information:

### From Families

- Contact details (name, address, phone number, email).
- Family and household information relevant to placement (number of children, ages, special needs, schedules, preferences).
- Payment details for services rendered (collected securely through approved payment processors).
- Mobile opt-in information, if you choose to receive text alerts or updates.

### From Nannies & Candidates

- Contact information (name, address, phone number, email).
- Employment and educational history, résumés, references, certifications.
- Background check information, including criminal history reports, driving records, and employment verification (subject to FCRA compliance).
- Availability, work preferences, and other details necessary for placement.

- Mobile opt-in information, if you choose to receive text alerts or updates.
- 

## 2. Use of Information

We use collected information solely for legitimate business purposes, including:

- Matching families with qualified candidates.
  - Conducting **background and reference checks** in compliance with the **FCRA**.
  - Processing service fees and payments securely.
  - Sending communications about placement opportunities, scheduling, or service updates.
  - Delivering text message alerts to those who have opted in.
  - Meeting contractual, legal, and regulatory obligations.
- 

## 3. Mobile Opt-In Information

- **Consent Required:** We only send SMS/text communications to individuals who have provided explicit opt-in consent.
- **No Sharing of Opt-In Data:** No mobile opt-in information or text message consent will be shared with third parties or affiliates.
- **Opt-Out Anytime:** You may opt out of receiving text messages at any time by replying “STOP” to our messages or contacting us directly.

### ***SMS Terms of Service***

- ***By opting into SMS from a web form or other medium, you are agreeing to receive SMS messages from THE NANNY STANDARD LLC. This includes SMS messages for conversations. Message frequency varies. Message and data rates may apply. See privacy policy at <https://nannystandard.com/privacy-policy>. Message HELP for help. Reply STOP to any message to opt out.***

---

## 4. Background Checks & FCRA Compliance

When conducting background checks:

- We obtain written consent before requesting any consumer report.
- Individuals are provided with a clear disclosure outlining their rights under the **Fair Credit Reporting Act**.
- If adverse action is considered based on a background report, individuals will receive proper notice and a copy of the report as required by law.
- We partner only with background screening providers that comply with the FCRA.

---

## 5. Confidentiality & Data Security

- **Strict Confidentiality:** Information shared with us is accessible only to authorized staff directly involved in recruitment, placement, or compliance.
- **Data Protection:** Personal data is stored in encrypted systems, and paper files (if any) are maintained in locked storage.
- **Payment Protection:** All payment transactions are processed via **PCI DSS–compliant** payment processors. We do not store full credit card or bank account details on our servers.
- **Breach Notifications:** In the event of a security breach affecting personal data, we will notify affected parties promptly, in accordance with the **Illinois PIPA** and **Wisconsin WDPa**.

---

## 6. Information Sharing

We may share personal information with:

- Background check providers (with prior written consent).
- Families and candidates, solely for the purpose of evaluating placement suitability.
- Third-party service providers (such as payment processors) who are bound by confidentiality and security obligations.
- Legal or regulatory authorities when required by law.

We do not sell, rent, or trade personal information for marketing purposes.

---

## **7. Data Retention**

- Personal data is retained only as long as necessary to fulfill placement services, legal, or contractual obligations.
  - Information is securely deleted or destroyed when no longer required.
- 

## **8. Rights of Individuals**

Individuals have the right to:

- Request access to their personal data.
  - Request correction of inaccurate information.
  - Request deletion of personal data, subject to legal and contractual requirements.
  - Receive copies of background check reports in accordance with the FCRA.
- 

## **9. Children's Privacy**

We do not collect information directly from children under 18. Any information about children is collected only from parents or legal guardians for placement purposes.

---

## 10. Compliance with State Laws

- **Illinois:** We comply with the Illinois Personal Information Protection Act (815 ILCS 530), which requires reasonable security measures to protect personal data and prompt notification in case of a breach.
- **Wisconsin:** We comply with Wisconsin Data Privacy Act (WDPA assembly bill 466) including safeguarding personally identifiable information and notifying individuals in the event of a security breach as required under state law.

---

## 11. Updates to This Policy

We may update this Privacy Policy from time to time to reflect changes in laws, regulations, or business practices. Updates will be posted on our website with a revised effective date.

---

## 12. Contact Us

If you have questions about this Privacy Policy, our compliance practices, or your rights, please contact us at:

The Nanny Standard, LLC  
UPS POSTAL MAILBOX  
ADDRESS  
contact@nannystandard.com  
1-847-350-6017