

Welcome to CaseyLifeSkills.org (the "Website"). This Privacy Policy is designed to assist you in understanding how Casey Family Programs ("Casey", "we", "us", or "our") treats the information provided by you or collected from your use of the Website. We may change this Privacy Policy from time to time, in which case, the revised Privacy Policy will be applicable from the date posted on the Website.

By using the Website, you are accepting the practices described in this privacy policy, where permitted by applicable law.

#### What Information Do We Collect?

We collect, process, and retain, information you voluntarily provide, as well as collect information from and any devices you use to interact with the Website, in different ways:

##### 1. Personal Information You Choose to Provide

**Account Information.** When you register for this Website you provide personally identifiable information (PII) about yourself, such as name, email address, and a unique identifier you choose.

**Assessments.** When you register for and take an assessment for yourself or a youth, you provide us PII about yourself or the youth who is being assessed. This PII includes name, date of birth, email, and race/ethnicity of the person being assessed. In addition, the site records responses to questions asked during the assessment. The responses are retained for 2 years, after which they are automatically deleted.

**Email Information.** If you communicate with us through the email address provided on the Website, Casey may retain the content of any of your electronic messages, together with your contact information.

##### 2. Information We Collect Automatically

**Website Use Information.** When you visit the Website, the IP addresses used to access the site are recorded. Similar to other websites, CaseyLifeSkills.org utilizes a standard technology called "cookies" in order to use the website. If you have chosen to identify yourself to us, we may place on your browser a cookie that allows us to uniquely identify you when you are logged into the website and to process your online requests. When visiting the Website, logs are generated that may include the date and time of visits, the pages viewed, time spent at the Website, and the websites visited just before and just after our Website. This information may be used to understand how the Website is being used and to troubleshoot technical issues.

**What Are Cookies?** A cookie is a very small text document or file, which often includes an anonymous unique identifier. When a user visits a website, that website's technology asks the user's computer for permission to store this file in a part of the user's hard drive specifically designated for cookies. Each website can send its own cookie to the user's browser if the user's browser's preferences allow it, but (to protect the user's privacy) the user's browser only permits a Website to access the cookies it has already sent to you, not the cookies sent to you by other sites.

#### How Is Information Collected Used by Casey?

We may use the information received and collected from you as follows:

**To Communicate.** We use the information that you provide to respond to your questions, send you information, and send you email messages about Website maintenance and updates, and inform you of significant changes to this Privacy Policy.

**To Improve our Website.** Log files allow Casey to calculate the aggregate number of people visiting the Website and which parts of the Website are most popular. This helps Casey gather feedback in order to constantly improve the Website and better serve you.

**To Improve our Services.** The data and information you supply on any electronic form, paper form, application or request for information may be de-identified and aggregated for research and analysis, so that Casey can improve its services.

#### Do we share your Information?

We may share your information in the following ways:

**Government Authorities, Legal Rights and Actions.** We may share your information with various government authorities in response to subpoenas, court orders, or other legal processes; to establish or exercise our legal rights or to protect our property; to defend against legal claims; or as otherwise required by law. In such cases we reserve the right to raise or waive any legal objection or right available to us. We also may share your information when we believe it is appropriate to investigate, prevent, or take action regarding illegal or suspected illegal activities; to protect and defend the rights, property, or safety of Casey, the Website, our users, clients, or others; and in connection with our Terms of Use and other agreements.

**Disclosure to Contractors.** Our technology consultants and vendors sometimes have limited access to your information in the course of providing products or services to us. These contractors may include vendors and suppliers that provide us with technology, services, and/or content related to the operation and maintenance of the Website. Casey enters into confidentiality agreements with its technology consultants and vendors. Moreover, access to your information by these contractors is limited to the information reasonably necessary for the consultant to perform its limited function for us.

#### Communicating With Third Parties

You may communicate with third parties on the Website at your own risk. Casey does not control, and is not responsible for the actions of other users or third parties with whom you may choose to share information.

Casey encourages you to be aware when leaving the Website and to read the privacy statements of third party websites. This Privacy Policy applies solely to information collected on this Website.

#### Security Disclaimer

While Casey strives to maintain a Website that safeguards information and enhances your use; electronic communications over the internet, whether via e-mail or otherwise, are not secure and your privacy cannot be guaranteed. CASEY EXPRESSLY DISCLAIMS ANY RESPONSIBILITY FOR ANY HARM, DAMAGE OR OTHER INJURY THAT YOU MAY EXPERIENCE OR INCUR BY USING THIS WEBSITE.

#### Unsubscribing from Email Lists

To unsubscribe from CaseyLifeSkills.org email lists, simply click on the unsubscribe link at the bottom of any email from Casey.

#### How to Contact Us

To contact us with questions or concerns or if you would like to update any of your information, you can send an email to [cls@casey.org](mailto:cls@casey.org).

Welcome to CaseyLifeSkills.org ("Website"). Your access and use of this Website (including the Content, functionality and services offered through the Website) is governed by these Terms of Use ("Terms"), which forms a legally binding contract between you and Casey Family Programs ("Casey", "we", "us", "our"). Please read these terms carefully before you use the Website. By using the Website, you agree to be bound by these Terms.

We may change these Terms, Content, and services offered through the Website from time to time, in which case we will post the revised Terms of Use on the Website. By continuing to use the Website after any such changes are posted, you accept the Terms of Use, as modified.

#### Access to Website

You may be required to provide registration details or provide certain information, such as your name or email address, to access certain Website features and functionality, including functionality that permits you to complete assessments. All information you provide to create an account on the Website must be accurate, current and complete. You understand that any information you provide will be treated by Casey in the manner described in our Privacy Policy. We reserve the right to decline to provide services and access to this Website to any person for any or no reason.

You are responsible for keeping your user name, password, or other security credentials confidential and secure. You agree not to provide any other person with access to this Website or portions of it using your user name, password or other security information. You must notify us immediately of any unauthorized access to or use of your user name or password or any other breach of security. You also agree to ensure that you exit from your account at the end of each session. You should use particular caution when accessing your account from a public or shared computer so that others are not able to view or record your password or other personal information.

#### Other Referenced Organizations

Reference and links to other organizations on the Website does not indicate the existence of a legal partnership, joint agency or other relationship indicating or involving shared ownership or shared liability between Casey and such other organization. Neither Casey nor the other referenced organizations have any authority to assume or create any obligation on behalf of the other party. Reference or links to other organizations or their websites also does not indicate Casey's endorsement or approval of such organizations, their websites, or their services. Your use of these third-party websites or services is subject to the terms of use established between you and that organization.

#### Intellectual Property Ownership

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Notwithstanding the above, you may (i) view and print a reasonable number of copies of the Content for non-commercial use, (ii) temporarily store copies of the Website materials in RAM incidental to your accessing and viewing the Content, and (iii) store files that are automatically cached by your Web browser for display enhancement purposes.

#### License to Casey

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1. Use, copy, sublicense, adapt, transmit, publicly perform or display any such communication and content; and
2. Sublicense to third parties the unrestricted right to exercise any of the foregoing rights granted with respect to the communication and content.

The foregoing grants shall include the right to exploit any proprietary rights in such communication, including but not limited to rights under copyright, trademark, service mark or patent laws under any relevant jurisdiction. By providing content or materials to CaseyLifeSkills.org, you hereby represent and warrant that the content or materials and any use of said content or materials on the Website and/or by Casey does not infringe upon any third (3rd) party rights. Furthermore, you hereby agree to indemnify, defend and hold harmless Casey for all losses, damages, claims, actions, and costs (including attorneys' fees) caused by or arising from use of such content or materials in any way connected to the Website or use by Casey. The terms, conditions and warranties contained in this section shall survive the modification, expiration or termination of the Terms of Use.

#### Disclaimer

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CASEY DOES NOT WARRANT THAT THIS WEBSITE OR ANY OF ITS FUNCTIONS WILL BE UNINTERRUPTED OR ERROR-FREE, THAT DEFECTS WILL BE CORRECTED, OR THAT THIS WEBSITE, INCLUDING BULLETIN BOARDS OR ANY OTHER TECHNOLOGY PLATFORMS RELATED TO THIS WEBSITE, OR THE SERVERS THAT MAKE IT AVAILABLE, ARE FREE OF VIRUSES OR OTHER HARMFUL COMPONENTS. CASEY DOES NOT WARRANT OR MAKE ANY REPRESENTATIONS REGARDING THE USE OR THE RESULTS OF THE USE OF THE CONTENT OR MATERIALS ON THIS WEBSITE OR IN THIRD-PARTY WEBSITES IN TERMS OF THEIR CORRECTNESS, ACCURACY, TIMELINESS, RELIABILITY OR OTHERWISE.

#### Data Collection & Reports

The data and information you supply on the Website may be collected and tabulated for statistical and reporting purposes, and those results may be provided to other organizations or individuals. Individuals will not be identified in those results.

No representation is made or any warranty given (either express or implied) as to the completeness or accuracy of the data or reports and of the contents contained therein. It is your responsibility to verify information and satisfy himself/herself before acting upon it. Any action taken based on the data and reports is entirely made at your sole discretion and risk at the own risk.

#### Website Linking & Use Requirements

You may not link or reference this Website on any other website, social media post, online platforms, in any way that suggests that Casey is affiliated with or endorses or recommends you/your organization, your products or services, or your content, without express written consent from us. In linking to this Website, you may not:

- (i) Cause the Website or portions of it to be displayed, or appear to be displayed, for example, by framing, deep linking, in-linking, on any other site.
- (ii) Link to any part other than the Website's homepage.
- (iii) Use any Casey owned trademarks or service marks in any metatags, keywords, or other information used by search engines or other information location tools to identify and select websites.

#### Interactive Areas and Your Conduct

Services offered on the Website may include electronic communication, electronic forms, forms, bulletin boards, forums and chat rooms, and other user feedback based Web features ("Interactive Areas") which allow you to provide feedback to Casey and may include real-time interaction between users. Casey does not control messages, posts, information or files delivered to its unmoderated Interactive Areas. It is a condition of your use of the Interactive Areas and this Website that you do not:

- Restrict or inhibit any other user from using and enjoying the Interactive Areas.
- Post or transmit any information you know to be false or misleading.
- Post or transmit any information that, in Casey's opinion, is

inappropriate for children.

- Impersonate another person, whether a third party or a Casey representative or moderator; or falsely state or otherwise misrepresent your affiliation with a person or entity.
- Upload, post, email, transmit or otherwise make available any Content that contains any patient, medical or other protected health information regulated by the Health Insurance Portability and Accountability Act ("HIPAA"), as amended and supplemented) or any similar federal or state laws, rules or regulations
- Post or transmit any unlawful, threatening, abusive, libelous, defamatory, obscene, vulgar, pornographic, profane or indecent information of any kind, including without limitation any transmissions constituting or encouraging conduct that would constitute a criminal offense, give rise to civil liability or otherwise violate any local, state, national or international law.
- Post or transmit any information, software or other material that violates or infringes upon the rights of others, including material which is an invasion of privacy or publicity rights or which is protected by copyright, trademark or other proprietary right, or derivative works with respect thereto, without first obtaining permission from the owner or right holder.
- Post or transmit any information, software or other material that contains a virus or other harmful component.
- Post, transmit or in any way exploit any information, software or other material for commercial purposes, or which contains chain letters, junk mail, pyramid schemes or other forms of advertising.
- Relate to political candidate campaigns or advertising or fundraising for assistance, support, or oppose candidates for public office.
- Harvest or collect information about Website visitors or members without their express written consent.

You understand that Casey has no obligation to monitor the Interactive Areas. However, Casey reserves the right at all times to disclose any information as necessary to satisfy any law, regulation or governmental request, or to refuse to post or to remove any information or materials, in whole or in part, that in Casey's sole discretion are objectionable or in violation of these terms and conditions. Casey reserves the right to terminate your access to the Interactive Areas upon breach of these terms and conditions.

#### Limitation of Liability

IN NO EVENT WILL CASEY, ITS AFFILIATES, OR THEIR LICENSORS, SERVICE PROVIDERS, EMPLOYEES, AGENTS, OFFICERS OR DIRECTORS BE LIABLE FOR DAMAGES OF ANY KIND, UNDER ANY LEGAL THEORY, ARISING OUT OF OR IN CONNECTION WITH YOUR USE, OR INABILITY TO USE THE WEBSITE, ANY WEBSITES LINKED TO IT, ANY CONTENT ON THE WEBSITE OR SUCH OTHER WEBSITES OR ANY SERVICES OR ITEMS OBTAINED THROUGH THE WEBSITE OR SUCH OTHER WEBSITES, INCLUDING ANY DIRECT, INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES, INCLUDING BUT NOT LIMITED TO PERSONAL INJURY, PAIN AND SUFFERING, EMOTIONAL DISTRESS, LOSS OF USE, LOSS OF GOODWILL, LOSS OF DATA, AND WHETHER CAUSED BY TORT (INCLUDING NEGLIGENCE), BREACH OF CONTRACT OR OTHERWISE, EVEN IF FORESEEABLE.

THE FOREGOING DOES NOT AFFECT ANY LIABILITY WHICH CANNOT BE EXCLUDED OR LIMITED UNDER APPLICABLE LAW.

#### Termination

These Terms of Use are effective until terminated by Casey, at any time without notice. In the event of termination, you are no longer authorized to access the CaseyLifeSkills.org and the restrictions imposed on you with respect to content downloaded, copied or otherwise replicated from the Website, the disclaimers and limitations of liabilities set forth in this agreement, shall survive in perpetuity.

#### Other

These Terms of Use constitute the entire agreement between you and Casey with respect to this Website and supersedes all previous and contemporaneous Privacy Policy and Terms of Use, proposals and communications, written and oral. These Terms of Use shall be governed by and construed in accordance with the laws of the State of Washington without giving effect to any principles or conflicts of law. If any provision of the Privacy Policy or Terms of Use shall be unlawful, void or for any reason unenforceable, then that provision shall be deemed severable from this agreement and shall not affect the validity and enforceability of any remaining provisions.

Daily Living

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I know where to go to get on the Internet.					
I can find what I need on the Internet.					
I know how to use my email account.					
I can create, save, print and send computer documents.					
I know the risks of meeting someone in person that I met online.					
I would not post pictures or messages if I thought it would hurt someone's feelings.					
If someone sent me messages online that made me feel bad or scared, I would know what to do or who to tell.					
I know at least one adult, other than my worker, who would take my call in the middle of the night if I had an emergency.					
An adult I trust, other than my worker, checks in with me regularly.					
When I shop for food, I take a list and I compare prices.					
I can make meals with or without using a recipe.					
I think about what I eat and how it impacts my health.					
I understand how to read food product labels to see how much fat, sugar, salt, and calories the food has.					
I know how to do my own laundry.					
I keep my living space clean.					
I know the products to use when cleaning the bathroom and kitchen.					
I know how to use a fire extinguisher.					

Self Care

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I can take care of my own minor injuries and illnesses.					
I can get medical and dental care when I need it.					
I know how to make my own medical and dental appointments.					
I know when I should go to the emergency room instead of the doctor's office.					
I know my family medical history.					
I know how to get health insurance when I am older than 18.					
I have at least one trusted adult who would visit me if I were in the hospital.					
There is at least one adult I trust who would be legally allowed to make medical decisions for me and advocate for me if I was unable to speak for myself.					
I know how to get the benefits I am eligible for, such as Social Security, Medicaid, Temporary Assistance for Needy Families (TANF), and Education and Training Vouchers (ETV).					
I bathe (wash up) daily.					
I brush my teeth daily.					
I know how to get myself away from harmful situations.					
I have a place to go when I feel unsafe.					
I can turn down a sexual advance.					
I know ways to protect myself from sexually transmitted diseases (STDs).					
I know how to prevent getting pregnant or getting someone else pregnant.					
I know where to go to get information on sex or pregnancy.					

Relationships and Communication

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I can speak up for myself.					
I know how to act in social or professional situations.					
I know how to show respect to people with different beliefs, opinions, and cultures.					
I can describe my racial and ethnic identity.					
I can explain the difference between sexual orientation and gender identity.					
I have friends I like to be with who help me feel valued and worthwhile.					
I am a part of a family and we care about each other.					
I can get in touch with at least one family member when I want to.					
I have friends or family to spend time with on holidays and special occasions.					
I know at least one adult I can depend on when I exit care.					
I know an adult who could be a grandparent, aunt or uncle to my children now or my future children.					
My relationships are free from hitting, slapping, shoving, being made fun of, or name calling.					
I know the signs of an abusive relationship.					
I know what my legal permanency goal is.					
I have information about my family members.					
I think about how my choices impact others.					
I can deal with anger without hurting others or damaging things.					
I show others that I care about them.					

Housing & Money Management

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I understand how interest rates work on loans or credit purchases.					
I understand the disadvantages of making purchases with my credit card.					
I know the importance of a good credit score.					
I know how to balance my bank account.					
I put money in my savings account when I can.					
I know an adult who would help me if I had a financial emergency.					
I use online banking to keep track of my money.					
I know the advantages and disadvantages of using a check cashing or payday loan store.					
I know how to find safe and affordable housing.					
I can figure out the costs to move to a new place, such as deposits, rents, utilities, and furniture.					
I know how to fill out an apartment rental application.					
I know how to get emergency help to pay for water, electricity, and gas bills.					
I know what can happen if I break my rental lease.					
I can explain why people need renter's or homeowner's insurance.					
I know an adult I could live with for a few days or weeks if I needed to.					
There is at least one adult that I have regular contact with, other than my case manager or other professional, who lives in stable and safe housing.					
I know an adult I can go to for financial advice.					

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I plan for the expenses that I must pay each month.					
I keep records of the money I am paid and the bills I pay.					
I know what happens in my state if I am caught driving without car insurance or a driver's license.					
I can explain how to get and renew a driver's license or state ID card.					
I can figure out all the costs of car ownership, such as registration, repairs, insurance, and gas.					
I know how to use public transportation to get where I need to go.					

Work and Study Life

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I know how to develop a resume.					
I know how to fill out a job application.					
I know how to prepare for a job interview.					
I know what the information on a pay stub means.					
I can fill out a W-4 payroll exemption form when I get a job.					
I know what employee benefits are.					
I know what sexual harassment and discrimination are.					
I know the reasons why my personal contacts are important for finding a job.					
I know how to get the documents I need for work, such as my Social Security card and birth certificate.					

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I know how and when I can see my child welfare or juvenile justice records.					
I know an adult who will go with me if I need to change schools.					
I know how to get help from my school's mental health services.					
I know where I can get help with an income tax form.					
I have an adult in my life who cares about how I am doing at school or work.					
I can take criticism and direction at school or work without losing my temper.					
I know how to prepare for exams and/or presentations.					
I know where I can get tutoring or other help with school work.					
I look over my work for mistakes.					
I get to school or work on time.					
I get my work done and turned in on time.					

### Career and Education Planning

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I know how to find work-related internships.					
I know where to find information about job training.					
I can explain the benefits of doing volunteer work.					
I have recently talked to an adult who works in a job I would like to have.					

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I know what type (college, trade school) education I need for the work I want to do.					
I know how to get into the school, training, or job I want after high school.					
I know how to find financial aid to help pay for my education or training.					
I have talked about my education plans with an adult who cares about me.					
I know an adult who will help me apply for training or education after high school.					

Looking Forward

Are the following statements like me	No	Mostly No	Somewhat	Mostly Yes	Yes
I believe I can influence how my life will turn out.					
I can describe my vision for myself as a successful adult.					
I have a good relationship with a trusted adult I like and respect.					
I would like to use my experience to help other youth.					
I believe my relationships with others will help me succeed.					
I feel I am ready for the next phase of my life.					
Most days, I am proud of the way I am living my life.					
Most days, I feel I have control of how my life will turn out.					