



MNC Cybersecurity
WORKFORCE HUB

Privacy Notice

Effective Date: July 2026

Minorities in Cybersecurity, Inc. ("MiC," "we," "our," or "us") is committed to protecting your privacy and safeguarding the personal information entrusted to us. We believe privacy is an essential component of trust, and we are committed to handling personal information responsibly, transparently, and in accordance with applicable laws.

This Privacy Notice explains how we collect, use, disclose, store, and protect personal information collected through our websites, online services, events, programs, and communications.

1. Scope of this Privacy Notice

This Privacy Notice applies to information collected through:

- The Minorities in Cybersecurity (MiC) website
- The MiC Community
- The MiC Job Board
- The MNC Cybersecurity Workforce Hub
- The MNC Hub Cybersecurity Resource Center
- MiC conferences, workshops, webinars, and events
- Online registration forms
- Employer and sponsor engagement
- Volunteer, mentorship, and leadership programs
- Workforce development initiatives
- Communications with MiC

The MNC Cybersecurity Workforce Hub is an initiative of Minorities in Cybersecurity (MiC) that coordinates community engagement, structured education, employer partnerships, workforce pathways, and community impact into an employer-aligned cybersecurity workforce ecosystem.

Certain services associated with the Workforce Hub are provided by affiliated organizations that maintain separate legal identities and may have their own privacy notices or regulatory obligations, including:



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- Mary N. Chaney Cybersecurity Training Center LLC (MNC-CTC)
- MiC Talent Solutions, Inc.

When you interact directly with those organizations, additional privacy notices, enrollment agreements, employment documents, or other applicable disclosures may apply.

This Privacy Notice does not apply to third-party websites, services, or organizations that are not owned or controlled by MiC.

2. Information We Collect

The information we collect depends on how you interact with us.

Personal Information

You may voluntarily provide information including:

- Name
- Mailing address
- Email address
- Telephone number
- Organization
- Job title
- Professional biography
- Certifications
- Resume or curriculum vitae
- LinkedIn profile
- Employment interests
- Career goals
- Educational background
- Volunteer interests
- Sponsorship inquiries
- Employer partnership information
- Other information you choose to provide

Program Participation Information

If you participate in MiC programs, Workforce Hub activities, Resource Center initiatives, or related services, we may collect information such as:



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- Program registrations
- Event attendance
- Workforce interests
- Leadership development participation
- Mentorship participation
- Scholarship applications
- Workforce readiness activities
- Volunteer participation
- Employer engagement
- Community Resource Center participation

Technical Information

When you visit our websites, we may automatically collect technical information including:

- IP address
- Browser type
- Operating system
- Device type
- Referring website
- Date and time of access
- Pages viewed
- Time spent on pages
- Geographic region
- Internet service provider
- Website usage information

This information helps us improve our websites, maintain security, and better understand how our services are used.

3. Cookies and Similar Technologies

Our websites may use cookies and similar technologies to:

- Remember user preferences
- Improve website functionality
- Measure website performance
- Analyze website traffic
- Improve user experience



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- Support security features

Cookies may include:

- Essential cookies
- Functional cookies
- Performance cookies
- Analytics cookies

You may configure your browser to refuse cookies; however, certain features of our websites may not function properly if cookies are disabled.

Some third-party providers may also use cookies in connection with services they provide on our behalf.

4. How We Use Your Information

We use personal information to:

- Operate and maintain our websites
- Administer membership services
- Deliver programs and events
- Manage Workforce Hub initiatives
- Coordinate Resource Center activities
- Process event registrations
- Communicate with members and participants
- Respond to inquiries
- Manage employer partnerships
- Coordinate sponsorship opportunities
- Facilitate mentorship programs
- Administer volunteer opportunities
- Support workforce development initiatives
- Improve our services
- Conduct research and program evaluation
- Detect fraud and unauthorized activity
- Comply with legal obligations
- Protect our rights and property



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5. Workforce Hub and Resource Center Activities

The MNC Cybersecurity Workforce Hub serves as the workforce infrastructure layer of the MiC ecosystem by coordinating community engagement, structured education, employer partnerships, workforce pathways, and community impact.

Through the Workforce Hub and the MNC Hub Cybersecurity Resource Center, individuals may voluntarily participate in:

- Cybersecurity education sessions
- Workforce readiness programs
- Community resource events
- Employer engagement activities
- Career exploration
- Leadership development
- Volunteer opportunities
- Community outreach
- Cybersecurity awareness initiatives
- Applied learning experiences

Information collected through these activities is used to:

- Administer programs
- Communicate with participants
- Coordinate services
- Evaluate program effectiveness
- Improve community offerings
- Measure workforce outcomes
- Report community impact
- Support grant reporting
- Strengthen workforce development initiatives

6. Community Impact Reporting

To better understand community needs and measure program effectiveness, we may collect information such as:

- ZIP code
- County or region



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- Age range
- Veteran status
- Employment status
- Workforce interests
- Program participation
- Survey responses

Whenever possible, this information is aggregated or de-identified before being used for:

- Workforce planning
- Community impact reporting
- Grant applications
- Research
- Program evaluation
- Strategic planning

Aggregated information does not identify individual participants.

7. Employer and Partner Information

If you represent an employer, educational institution, workforce board, government agency, sponsor, nonprofit organization, or other partner, we may collect business contact information to:

- Develop partnerships
- Coordinate workforce initiatives
- Manage sponsorships
- Facilitate employer engagement
- Coordinate apprenticeship opportunities
- Schedule meetings
- Provide workforce reports
- Support collaborative initiatives

8. Scholarships and Workforce Development Programs

Individuals applying for scholarships, workforce development opportunities, apprenticeships, or other educational initiatives may be asked to provide additional information, including:

- Educational history



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- Employment history
- Certifications
- Resume
- Career interests
- Eligibility documentation
- Other supporting materials

Such information is collected solely for administering the requested opportunity unless otherwise stated.

9. Artificial Intelligence and Automated Technologies

Certain MiC programs or affiliated services may use artificial intelligence ("AI") or automated technologies to enhance user experiences, including:

- Career exploration
- Educational guidance
- Customer support
- Resource recommendations
- Administrative assistance

These technologies are intended to support—not replace—human decision-making. Where appropriate, significant decisions affecting individuals will include human review.

10. How We Share Information

We do not sell personal information.

We may share information:

With Service Providers

We engage trusted third-party service providers to support:

- Website hosting
- Membership management
- Event registration
- Email communications
- Learning management
- Payment processing



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- Cloud storage
- Customer relationship management
- Analytics
- Security monitoring

These providers receive only the information necessary to perform services on our behalf.

Within the MiC Ecosystem

Where necessary to provide requested services, information may be shared among:

- Minorities in Cybersecurity
- MNC Cybersecurity Workforce Hub
- MNC Hub Cybersecurity Resource Center
- Mary N. Chaney Cybersecurity Training Center LLC
- MiC Talent Solutions, Inc.

Such sharing is limited to legitimate operational purposes and consistent with applicable legal requirements.

Legal Requirements

We may disclose information when required to:

- Comply with applicable law
- Respond to lawful requests
- Protect the rights of MiC
- Prevent fraud
- Protect public safety
- Enforce our agreements

Business Transfers

If MiC undergoes a merger, acquisition, reorganization, or transfer of assets, personal information may be transferred as part of that transaction, subject to applicable law.

11. Data Retention

We retain personal information only for as long as necessary to:



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- Provide requested services
- Maintain membership records
- Comply with legal obligations
- Resolve disputes
- Enforce agreements
- Maintain historical organizational records
- Produce required financial and regulatory documentation

Retention periods vary depending upon the type of information collected and applicable legal requirements.

12. Data Security

We implement reasonable administrative, technical, and physical safeguards designed to protect personal information from unauthorized access, alteration, disclosure, misuse, or destruction.

Security measures may include:

- Encryption where appropriate
- Role-based access controls
- Multi-factor authentication
- Secure cloud infrastructure
- Security monitoring
- Vendor security assessments
- Staff confidentiality obligations

Although we strive to protect personal information, no method of electronic transmission or storage can be guaranteed to be completely secure.

13. Your Privacy Choices

Subject to applicable law, you may request to:

- Access your personal information
- Correct inaccurate information
- Update your information
- Delete personal information
- Withdraw consent where applicable



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- Opt out of marketing communications
- Request information regarding how your data is used

Marketing emails include unsubscribe instructions.

Please note that certain information may be retained where required by law or for legitimate organizational purposes.

14. Children's Privacy

Our services are generally intended for individuals who are at least 18 years of age or otherwise legally permitted to participate in our programs.

We do not knowingly collect personal information from children under the age of 13 without appropriate parental consent where required by law.

15. External Links

Our websites may contain links to third-party websites or services.

We are not responsible for the privacy practices, content, or security of external websites.

Users should review the privacy policies of any third-party websites they visit.

16. International Visitors

If you access our websites from outside the United States, your information may be transferred to and processed in the United States, where privacy laws may differ from those of your jurisdiction.

By using our services, you consent to such transfer where permitted by law.

17. Changes to this Privacy Notice

We may update this Privacy Notice periodically to reflect changes in our services, legal requirements, or operational practices.



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When material changes are made, we will update the Effective Date at the top of this page. Continued use of our services after changes become effective constitutes acceptance of the revised Privacy Notice.

18. Contact Us

If you have questions about this Privacy Notice or our privacy practices, please contact us:

Minorities in Cybersecurity, Inc.

Privacy Officer

3540 E. Broad Street, Suite 120-105

Mansfield, Texas 76063

Email: contact@mincybsec.org

Website: <https://www.mincybsec.org>

Minorities in Cybersecurity, Inc. is a 501(c)(3) nonprofit organization committed to strengthening the cybersecurity profession through leadership development, professional community, workforce infrastructure, and employer-aligned workforce development. Through the MNC Cybersecurity Workforce Hub and the MNC Hub Cybersecurity Resource Center, MiC works collaboratively with employers, educators, workforce organizations, and community partners to develop employer-ready cybersecurity professionals while strengthening regional cyber resilience.