

## Privacy Policy – HackYourFuture

**Last updated: November 2025**

HackYourFuture (“HYF”, “we”, “our”, “us”) is committed to protecting your personal data and respecting your privacy.

This Privacy Policy explains how we collect, use, and protect personal information in accordance with the General Data Protection Regulation (GDPR) and the Dutch AVG (Algemene Verordening Gegevensbescherming).

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### 1. Who We Are

HackYourFuture is a non-profit coding school that supports people with limited access to education in starting a career in web development.

#### **Data Controller:**

HackYourFuture Foundation

Address: Overhoeksplein 2, Lab 1.10, 1031 KS Amsterdam, the Netherlands

Email: [info@hackyourfuture.net](mailto:info@hackyourfuture.net)

HackYourFuture has not appointed a formal Data Protection Officer. Privacy-related matters are handled by the HackYourFuture team via the contact details above.

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### 2. What Personal Data We Collect

We may collect and process the following categories of personal data:

- **Identification details:** name, email address, phone number, permit or registration numbers
- **Background information:** education, professional experience, motivation letters, CVs
- **Usage data:** information about the use of our website or online learning tools
- **Images or recordings:** photos or videos, only with explicit consent and for educational or promotional purposes
- **Partner or volunteer data:** contact details and professional information

We do not collect or process more personal data than necessary for our mission and activities.

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### 3. Images, Photos, and Recordings

During HackYourFuture programmes and related activities, photos or video recordings may be taken for educational, internal, or promotional purposes. At the start of each programme, participants are informed about this practice and are asked to notify HackYourFuture if they have a general objection to being photographed or recorded. Such objections are respected at all times.

For any photos or recordings that are intended to be shared publicly (including on our website, social media channels, reports, or other external communications), HackYourFuture will always request explicit consent from the individuals concerned. This applies in particular to identifiable individual or group images.

Participants may withdraw their consent for the use of images or recordings at any time by contacting [info@hackyourfuture.net](mailto:info@hackyourfuture.net). Upon withdrawal, HackYourFuture will cease further use of the relevant material and, where reasonably possible, remove it from public channels.

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### 4. How We Use Your Data

Personal data is processed only for legitimate and clearly defined purposes, including:

- managing applications, admissions, and participation in programmes
- organising educational activities and related communication
- coordinating volunteers, mentors, and partners
- improving our programmes and reporting to funders (in anonymised or aggregated form where possible)
- meeting legal and regulatory obligations

We do not sell or rent personal data to third parties.

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### 5. Legal Basis for Processing

We process personal data on one or more of the following legal grounds:

- **Consent:** where you voluntarily provide data (e.g. applications, media consent, newsletters)
- **Contract:** to deliver educational programmes or collaborations

- **Legal obligation:** to comply with applicable laws and regulations
- **Legitimate interest:** to operate, manage, and improve our organisation responsibly

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## 6. Data Sharing

We share personal data only when necessary and only with:

- trusted service providers who support our operations (e.g. hosting, email, analytics), under data-processing agreements
- funders or partners, exclusively in anonymised or aggregated form
- public authorities, where required by law

All third parties are required to comply with GDPR/AVG standards.

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## 7. Data Retention

We retain personal data only for as long as necessary for the purpose for which it was collected or as required by law.

Retention periods may differ depending on the type of data, such as application data, participant records, complaints records, or financial administration. After the applicable retention period, data is deleted or anonymised.

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## 8. Your Rights

Under the GDPR/AVG, you have the right to:

- access your personal data
- request correction of inaccurate data
- request deletion of your data (“right to be forgotten”)
- restrict or object to processing
- receive your data in a portable format
- withdraw consent at any time

You may exercise these rights by contacting [info@hackyourfuture.net](mailto:info@hackyourfuture.net).

If you are not satisfied with how your request is handled, you have the right to lodge a complaint with the **Autoriteit Persoonsgegevens** (Dutch Data Protection Authority).

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## **9. Data Security**

HackYourFuture takes appropriate technical and organisational measures to protect personal data against loss, misuse, unauthorised access, or disclosure.

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## **10. Cookies and Website Use**

Our website uses only necessary and analytical cookies to improve user experience and website performance.

Analytical cookies are used in anonymised form where possible.

You can manage or delete cookies through your browser settings.

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## **11. Changes to This Policy**

We may update this Privacy Policy from time to time.

The most recent version will always be available on our website.

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## **12. Contact**

If you have questions about this Privacy Policy or wish to exercise your data-protection rights, please contact:

HackYourFuture

Email: [info@hackyourfuture.net](mailto:info@hackyourfuture.net)

Address: Overhoeksplein 2, Lab 1.10, 1031 KS Amsterdam, the Netherlands