

PRIVACY POLICY

We take your privacy seriously.

Confidentiality

Confidentiality is an essential part of any professional relationship as it involves the sharing of sensitive personal or proprietary information. All aspects of your participation in our services at Paxways, including the scheduling of appointments, content of counseling, ethics advising, coaching, or mediation sessions, and any records that we keep, are confidential as outlined by federal and state law. Communication between conflict/wellness professionals and a client may only be disclosed when: (a) the client signs a Consent Form and/or our release of information form authorizing such disclosure, or (b) in cases of immediate danger of serious harm to the client or someone else. We encourage you to address any questions or concerns about this important issue up front or at anytime throughout the process.

Disclaimer

Conflict transformation counseling, resilience coaching, ethics advising, and mediation are not the practice of law, medicine, or psychotherapy. We recommend that clients or users of our site in all instances consult with their attorneys for legal advice, accountants for financial advice, physicians for medical advice, and clinical psychologists or psychiatrists for mental health disorders. We are not responsible for any damages or consequences that may result from any reliance by clients or users of our website on the materials located on the website or practices. We do not serve as attorneys for the parties in mediation or other dispute resolution practice. We do not serve as clinical psychologists, psychiatrists, or psychotherapists.

The content and materials on this site, as well as those we use in our engagements are the intellectual property of Michele DeMarco and Paxways.

Personally Identifiable Information

This information is provided to better serve those who are concerned with how their 'Personally identifiable information' (PII) is being used online. PII, as used in US privacy law and information security, is information that can be used on its own or with other information to identify, contact, or locate a single person, or to identify an individual in context.

We *only* collect information from you when you enter information on our site. We may use the information we collect from you in the following ways:

- To improve our website in order to better serve you.
- To allow us to better service you in responding to client inquiries and requests.
- To quickly process your communications and requests for appointments.

We do not use vulnerability scanning and/or scanning to PCI standards. We do use “cookies.” Cookies are small files that a site or its service provider transfers to your computer’s hard drive through your Web browser (if you allow) that enables the site’s or service provider’s systems to recognize your browser and capture and remember certain information. For instance, we use cookies to help us compile aggregate data about site traffic and site interaction so that we can offer better site experiences and tools in the future. We may also use trusted third party services that track this information on our behalf. You can choose to have your computer warn you each time a cookie is being sent, or you can choose to turn off all cookies. You do this through your browser (like Internet Explorer) settings. Each browser is a little different, so look at your browser’s Help menu to learn the correct way to modify your cookies.

If you disable cookies off, some features will be disabled. It won’t affect the users experience that make your site experience more efficient and some of our services will not function properly.

We do not sell, trade, or otherwise transfer to outside parties your personally identifiable information unless we provide you with advance notice. This does not include website hosting partners and other parties who assist us in operating our website, conducting our business, or servicing you, so long as those parties agree to keep this information confidential. We may also release your information when we believe release is appropriate to comply with the law, enforce our site policies, or protect ours or others’ rights, property, or safety.

Nonetheless, we seek to protect the integrity of our site and welcome any feedback about your experience.