MATHISON

PRIVACY & SECURITY OVERVIEW

From encryption to access controls – your data's in safe hands.

As the leading DEI Intelligence platform, we know how valuable data is for measuring progress and providing powerful analytics. We don't take the privilege of accessing this data lightly, and as such, have stringent security and privacy policies in place to provide a safe, trustworthy, and reliable service.

If you have any further questions, we encourage you to contact us at **support@mathison.io**

Quick Links

Data Integration Fields
A high-level sheet that lists of the data fields we pull when integrating with your HRIS or ATS system.

Data Deletion Policy
A list of requirements, controls, and procedures we have implemented to manage the deletion of customer data.

Software Security Attestation
Steps we take to assure integrity and trustworthiness of our systems to prevent tampering and secure operation.

Information Security Policy
Our approach for information security protocols, legal and ethical standards, and risk mitigation.

Data Privacy Policy
Steps we take to ensure the information you share with us is kept confidential and secure.

SOC 2 Attestation
A report covering our adherence to security and privacy standards in handling customer data.

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Data Privacy and Integrations Overview

SOC 2 Attestation

We enforce a robust SOC 2 Attestation security program, covering data collection, storage, and processing with technical, admin, and contractual safeguards. This includes, but is not limited to:

- Having a documented code of conduct that includes a commitment to integrity and ethical values, which all personnel and contractors are required to read and accept upon being hired.

- We routinely review our organizational structure, reporting lines, authorities, and responsibilities in terms of information security on an annual basis.

- We use a SOC 2 compliance platform that objectively and continuously monitors our control environment and alerts management if an internal control and security issue arises.

- Cloud infrastructure is monitored through capacity and usage monitoring that sends alerts to appropriate personnel.

Click here to read our complete SOC 2 Attestation.

Note: Because HRIS data architecture is highly varied, we also request access to custom fields, also known as remote data, from certain data objects so that we can provide the best, most inclusive analytics experience possible.

Data Privacy Policy

We maintain physical and electronic safeguards designed to limit unauthorized access to your personally identifiable information and to protect you against the criminal misuse of that information. This includes, but is not limited to:

- We use data encryption technology when transferring and receiving your sensitive personal information.

- We commit to never sharing your company information with any entity outside of Mathison.

- We store your information securely; all reports are anonymous and will not have your company's name associated with them.

- Information will only be accessible within Mathison's systems, behind password protections, and with access granted only to select Mathison employees.

Click here to read our complete Data Privacy Policy.

Integrations

We integrate with over 30 HRIS platforms to provide enhanced workforce analytics from an inclusive lens. We use employee and organization data to generate data visualizations that help HR, DEI, and People Leaders understand their DEI metrics like age, gender, and ethnicity by department. Some of the steps we take to protect this data, but not limited to, include:

- We anonymize and aggregate employee data to prevent individual identification before sharing it with employers.

- Mathison does not share any employee PII with Employer Partners, such as (but not limited to) email, first or last name, or date of birth.

- In the case of non-PII employee data, we commit to never sharing individual responses with employers or any other entity.

- We take steps to ensure that non-PII data cannot be linked together in such a way that personally identifies any individual or organization.

Click here to read all of the details Mathison requests access to when integrating with your HRIS platform.

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Frequently Asked Questions

Privacy

How is Employee privacy and Personally Identifiable Information protected?

- We anonymize & aggregate all data, and never share Personally Identifiable Information, such as email addresses or names with Employer Partners.

- We collect email addresses & names for data quality control purposes only.

- Each piece of data we collect and analyze has a documented purpose. We intentionally do not collect data we don't need like phone numbers or social security numbers.

- If a group is filtered or aggregated to less than 5 people, we will further aggregate that group into a larger "other" group or simply not display that metric.

Technical

How is data stored?

- All Employer Partner data is securely stored in our cloud infrastructure. Though Employer Partner data is stored together, there are multiple, industry-standard safeguards such as complex IDs, Multi-Factor Authentication, and lowest-access protocols.

- All Employer Partner data is stored in the US.

- Merge, our API vendor, does not store any Employer Partner data.

Is Mathison CCPA, CCPRA, GDPR, or SOC 2 compliant?

- Mathison is CCPA, CCPRA, and SOC 2 compliant.

- We are partially GDPR compliant, with the major exception being that our data is not stored in the

EU. You can use the Mathison platform without integrating your HRIS platform or leveraging the Employee Survey (outside of the US) to retain GDPR compliance. You will still have access to the Equity Index, Action Plan, Knowledge Center, Bias Scanner, and DEI Training without violating GDPR.

What is Merge?

- Merge is our API vendor who provides a unified API, data sync, & data schema that allows us to accelerate our time to market. This allows us to build a singular integration with Merge as opposed to custom integrations with 30+ HRIS platforms. **Click here to learn more.**

Data & Reporting

Will the Dashboard aggregate HRIS & Mathison's Employee Survey data?

- Not at this time, but it's on our product roadmap. Email us at **support@mathison.io** if you have any additional thoughts or questions about this feature.

Can I import a .csv or Excel file of my demographic data?

- Not at this time, but it's on our product roadmap. Email us at **support@mathison.io** if you have any additional thoughts or questions about this feature.

Can I download/export reports?

- Yes! You can download the entire page as a PDF with images or download each chart as a .csv file.

- If you prefer a singular image, we recommend taking a screenshot.

Do you have a Data Deletion/Retention, Data Ethics, or Privacy Policy?

- Click here to view our **Data Privacy Policy**
- Click here to view our **Data Deletion Policy**
- Click here to view our **Information Security Policy**