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Privacy Statement and Policy

Neuro Tide Ltd. Company number 15249289

Privacy Statement

This website is a place for spreading awareness, education and inspiration, also to share experiences and insight about neuro inclusion, neurodiverse conditions and co occurring conditions. It is not a place to seek personal counselling (other than coaching or advice sessions), or express negative and overly critical opinions towards others and Neuro Tide Ltd. This website is and will continue to be a safe, helpful and positive website ONLY for all individuals, including for us to freely have open discussion about neuro inclusion and neuro diversity.

The following will not be tolerated and users comments will be banned/ deleted from this website in the event of;

1. Being critical of or disagreeing with 'how' individuals express or say things, we are focused on SOLELY talking openly about neuro inclusion and mental health and will not tolerate Neuro Tide or others being scrutinised for 'how' things are said (ALL things on Neuro Tide's website



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and social media pages and elsewhere will be posted with good intentions, every person including Neuro Tide have the right to express ourselves in this manner)

2. Comments or engagements with bad or hurtful intentions
3. Offensive or violent language
4. Expressing negative or arguing overly critical opinions
5. Hateful or discriminatory comments regarding race, ethnicity, religion, gender, disability, sexual orientation, political beliefs, etc.
6. Links or comments containing sexually explicit content material
7. Violations of copyright or intellectual property rights
8. Violations of others privacy
9. Spam, link baiting or files containing viruses that could damage the operation of other people's computers or mobile devices
10. Attacks on specific groups or any comments meant to harass, threaten or abuse an individual



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11. Selling of anything and promoting a business is not permitted. Exceptions might be a point of interest about the success and achievements of someone with mental health challenges and disabilities. This would require Admin approval.



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Privacy Code

Neuro Tide's Commitment

We are committed to protecting all personal and sensitive organisational information that we collect and store in the course of conducting business.

Why Neuro Tide Collect Your Information

We will collect your personal information for any of the following purposes:

To identify and communicate with you

To improve the content of my Web Pages

To comply with all relevant legislation.



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We Will Obtain Your Permission

Except where authorised or required by law, we will not collect, use or disclose your personal information unless you have provided Neuro Tide with your consent. We will only request the information that we need for the purposes that we have identified to you. You may withdraw your consent to the collection, use or disclosure of your personal information upon receipt of reasonable and written notice. However, contractual or legal restrictions may override any such request.

Links

This website might have included links to sites for your use and reference. Neuro Tide is not responsible for the privacy policies on these websites and other linked sources. You should be aware that the privacy policies of these sites may differ from Neuro Tide's own website and other locations such as social media.



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How Neuro Tide Protect Your Information

We are committed to our responsibility to ensure that your personal information remains secure. With that in mind, we will review and upgrade our storage and security systems on a regular basis. This includes all information that may have been transferred to a third party service provider. Access to your personal information will be limited to select employees within Neuro Tide. Where information must be provided to others, that information will be limited to only that which is specifically required for a particular task. We will do our best to ensure that your information is accurate and up to date. It is very important that you contact Neuro Tide when any changes to your personal information occur.

Your Right of Access to Your Personal Information

You may request access to your personal information by contacting Neuro Tide's Privacy Officer.

You also have the right to know:



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The methods by which Neuro Tide collected the information

The purposes for which we are using the information, and to whom the information has been disclosed.

Any request that you make should be sufficiently detailed so that we may properly respond to your request. When you make a request, we will insist upon verification of your identity, either by photograph or signature. When providing your personal information, we will redact certain information as required or authorised by law, including the personal information of other individuals, information that may be subject to investigation, as well as any confidential commercial information. If you believe that any of the information that we have collected about you is inaccurate or incomplete you have the right to ask Neuro Tide to change it. If you feel that we have not dealt with your request to your satisfaction, you are free to follow the complaint resolution process.



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How to Register a Complaint

You may register a privacy related complaint by contacting Neuro Tide. At that time, the Privacy Officer will review the complaint procedure with you and will investigate all complaints. If a complaint proves to be justified, we will take immediate and appropriate action.

Privacy Inquiries

To request access to your personal information, to register a privacy related complaint, or if you should have any questions regarding Neuro Tide's Privacy Code or practices, please contact our Privacy Officer in writing or use our contact form.

All personal and business data and other information regardless of format and communication type, including conversation, email, reports and others will be treated with utmost confidentiality and therefore will not be discussed without the explicit written agreement.



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Confidentiality Of Business And Personal Data Whilst Providing A Service

As part of our discussions and Neuro Tide's Services we may observe medical files, HR files and also how you operate as an organisation. We do not record any details unless specifically directly important to the task. For example, whilst performing a Workplace Assessment we was witness to new product development processes of a well known drinks brand as well as timings for a marketing campaign. To ensure Neuro Tide's Services are delivered in the best way it was not the product development that mattered, or it's release onto the market, but rather how neuro inclusive that was for a colleague involved.

All matters are treated with utmost privacy and discretion at all times. Where we are assigned for a named Colleague the communication we serve, including reports, will contain the person's initials rather than their full name.

You give full permission to Neuro Tide to say we are working together on social media and elsewhere, but



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Neuro Tide will not reveal the project or named Colleague unless you have already done so.

Where you have made verbal or written complimentary feedback, either in passing or otherwise, Neuro Tide reserves the right to add this as a testimonial on multiple communication channels including our website and social media channels and elsewhere. .