



Privacy Notice for Job Applicants

Effective Date: January 1, 2020

Summary

This Privacy Notice for Job Applicants supplements our [Privacy Statement](#) and applies solely to individuals who submit to 23andMe, Inc., one or more application(s) for hiring consideration, and who reside in the state of California (“Job Applicants” or “Applicants” or “you”).

As a Job Applicant, you have the right to know and understand the categories of personal information we collect about you, and the purposes for which the categories of personal information shall be used, pursuant to the California Consumer Privacy Act of 2018 (the “CCPA”).

If you have any questions regarding the information presented on this page, please contact 23andMe at privacy@23andme.com.

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1. Key definitions

1. **Job Applicant:** natural persons who reside in California, including (1) individuals who are in California for other than a temporary and transitory purpose; and (2) individuals who are domiciled in California, but are outside the state for a temporary or transitory purpose, and who submits his or her candidacy to 23andMe, Inc.
2. **CCPA:** means the California Consumer Privacy Act of 2018, commencing on January 1, 2020, as amended or replaced from time to time, along with any implementing regulations.
3. **Personal information:** as defined in the CCPA, and includes information that can be used to identify you, either alone or in combination with other information, and any other information that could reasonably be linked with a particular consumer or device.

2. Information you provide directly to us or through a third party

When you choose to visit our website and submit an application for consideration, or if you apply for a job through a third-party website, we may collect and process your personal information as necessary to consider your application. 23andMe collected the following categories of personal information from Job Applicants within the



last twelve (12) months. The categories of personal information and other terms used below are defined in California Civil Code 1798.140, and may include reference to certain definitions set forth in our [Privacy Statement](#).

Information	Description	Purposes
Identifiers	<p>Information such as your name and email address that you submit to 23andMe.</p> <p>User Content, such as your government issued ID which may be requested in exceptional circumstances to assist you in regaining access your account.</p> <p>Web-Behavior information, such as your device ID or IP address automatically collected when you visit our website or submit forms.</p>	<p>Generally identifiers are provided directly to us or created on your behalf when you submit an application. We use Identifiers to associate the various components of your application, communicate with you, and otherwise evaluate and facilitate application and interview processes.</p>
Personal information categories listed in the California Customer Records statute (Cal. Civ. Code §1798.80(e))	<p>At the time of this posting, the Information listed in Cal. Civ. Code §1798.80(e) include name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.</p>	<p>23andMe does not request many of the data elements included in Cal. Civ. Code §1798.80(e). However, some personal information included in this category may overlap with other categories, such as Identifiers and Professional, Education, or Employment-related information.</p>
Protected classification characteristics	<p>Protected classification characteristics we process include age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information)</p> <p>We provide equal employment opportunity for all applicants and employees. All qualified applicants for employment will be considered without regard to an individual’s race, color, sex, gender identity, gender expression, religion, age, national origin or ancestry, citizenship, physical or mental disability, medical condition, family care status, marital status, domestic partner</p>	<p>23andMe collects certain protected classification characteristics, such as gender, race, and veteran status entered in the U.S. Equal Opportunity Employment Information when you voluntarily provide it directly to us. Completion of this section of your application is entirely voluntary. Whatever your decision, it will not be considered in the hiring process or thereafter. Any information that you provide will be kept confidential.</p> <p>Free text submitted directly by you as part of your application, including your resume/CV, cover letter, or additional diversity characteristics may fall into this category.</p>



	status, sexual orientation, genetic information, military or veteran status, or any other basis protected by federal, state or local laws. You can review protected classifications under California Law here .	
Professional, Education, or Employment-related information.	<p>Self-Reported Information may include education information relating to household income, occupation, and other professional data.</p> <p>If you are referred to 23andMe, we may also collect your relationship to the referrer and their evaluation of your work.</p> <p>This information is generally included in your resume/CV.</p>	23andMe collects this information to assess a candidate’s fit for a position based on the required or desired experience and skills.
Geolocation	<p>Web-Behavior Information, which includes the identification or estimation of physical location or movement.</p>	<p>23andMe collects certain geolocation automatically when you submit an application as necessary to transmit your information electronically for consideration.</p> <p>You may choose to provide information about your location when submitting an application, or within your Resume/CV.</p>
Internet or other electronic network activity information	<p>Web-Behavior Information, including data generated from your use of our website and collected through log files, cookies, web beacons, and similar technologies, (e.g., browser type, domains, page views).</p> <p>Our Cookie Policy contains more information about how 23andMe processes Web-Behavior Information.</p>	23andMe collects certain internet information automatically when you submit an application as necessary to transmit your information electronically for consideration as well as monitor, detect, investigate and prevent prohibited or illegal behaviors, to combat spam and other security risks.
Inferences	<p>Inferences and derived information are any information, data, assumptions, or conclusions 23andMe infers based on analyses of facts, evidence, or another source of information or data.</p>	23andMe makes inferences based on information provided by an applicant to inform the decision to extend an offer to an applicant, including but not limited to ability to succeed in a given position and their fit with company culture and values.

3. Changes to this notice

23andMe will review and update this notice from time to time as needed. We recommend visiting this page periodically to stay aware of any changes. If we modify this notice, we will make the revised notice available through our website.

4. Contact information



If you have questions about this notice, or wish to submit a complaint, request or inquiry, please email 23andMe's Privacy Administrator at privacy@23andme.com, or send a letter to:

Privacy Administrator
23andMe, Inc.
223 N. Mathilda Avenue
Sunnyvale, CA 94086
1.800.239.5230