Privacy Policy

www.go4jobsharing.ch

Last Update: 1st August 2025

Welcome to our website!

The website www.go4jobsharing.ch (hereinafter: the "Website") is owned and operated by the Association PTO, based in 1752 Villars-sur-Glâne and who can be reached by the email address info@go4jobsharing.ch (hereinafter: the "Association" or "We"). The Website is available directly on Internet at www.go4jobsharing.ch and may also be available through other addresses or channels.

The term "User(s)" or "you" refers to anyone browsing on the Website www.go4jobsharing.ch and consulting the proposed documents. Any action carried out on the Website is covered by this Privacy Policy (the "Policy").

1. Acceptance of the Policy

During your use of the Website or any further exchange with the Association, the Association may collect and process a certain number of personal data that relate to you. In this regard, the Association is the data controller.

This Policy shall apply to any use or visit of the Website and any further exchange with the Association, whatever the method or medium used. It details the conditions at which, the Association may collect, keep, use and save information that relates to you, as well as the choices that you have in relation to the collection, utilization and disclosure of your personal data.

You will find further information on your rights and how to exercise them under Clause 10.

By browsing the Website or providing us with your personal data, you acknowledge that you have read and understood this Policy and agree to be bound by it and to comply with all applicable laws and regulations.

2. Data that can be collected

a. Data communicated by the User

i. For the Association's newsletter and other emails

Should you have accepted to receive the Association's newsletter or other emails from the Association, or should it otherwise be authorized by law, your email address shall be given to the Association. You may at all time request to stop receiving the Association's newsletter by following the link that is given at the end of each newsletter. Should you wish to stop receiving other emails from the Association, you may inform the Association by email and/or by following a link that would be given in the email.

ii. For a contact with the Association

Should you contact us, you may be asked to submit your email address and other personal data.

These personal data will be transmitted to the Association and may be saved on the Association's servers.

b. Data collected in relation to the use of the Website or through emails

When you browse the Website or receive and/or answer to emails from the Association, the Web server

automatically registers details of your access and actions. This covers for example the date and time of your visit, the browser that you are using, your IP address, the place of connection, the volume of data transferred, the links that you may follow, the webpages and content that you view, the duration of such viewing as well as any other similar information and statistics that relate to your interactions. The collected data also include information relating to the use of the chatbot.

These data are collected automatically in particular through cookies (performance and tracking cookies, functional cookies, technical cookies, browser cookies, etc.) and Web beacons. It is also collected through third party application and content tools such as Google Analytics (see Clauses 4 and 5).

c. Data collected from a social network

When you authorize a third party social network (Facebook, LinkedIn, etc.) to share personal data with the Association, the Association may receive any data that you publicly share on the social network that is part of your profile or that you allow the social network to share (name, electronic address, gender, profile picture, user code, list of friends or contacts, etc.).

The Association also receives information pertaining to your profile when you use a social network functionality integrated to the Website or that you interact with the Association through the social network. You should at all-time be aware of the terms of use and privacy policy that applies to the third party social network and are of its exclusive responsibility.

3. Use of the data

All intended purposes that are pursued through the data collection and processing shall not necessarily apply to each User.

a. Functions of the Website

The data shall be used by the Association to offer all functions of the Website to the Users, allow the correct execution of all functions of the Website, interact with the Users and answer to the Users' questions or remarks. Their processing is justified by the interest of the Association to offer you a functional Website and to contact you.

b. Marketing

With your consent or within the applicable rules, the Association may use your data to send you information on the available services on the Website, tailored-fit emails and newsletters, or promotional opportunities, as well as develop a direct relationship you. You may also receive messages from the Association, as well as advertisements for events in your region.

The processing for marketing purpose is justified by your consent, unless applicable law does not contain any requirement for such consent and that the processing is justified by the Association's interest to offer you services in which you may be interested.

c. Personalization

With your consent or within the applicable rules, the Association may use the data to analyse your preferences and habits, personalize your use of the Website as well as enhance the Website and all of its functions. This may also allow the Association to offer any User a content of the Website that is more suited to his or her interests.

The processing for personalization purpose is justified by the performance of the contract, unless

applicable law does not contain any requirement for such consent and that the processing is justified by the Association's legitimate interest to offer you a more convenient Website.

4. Cookies, Web beacons and similar technology

A cookie is a piece of information that is placed automatically on your computer's hard drive when you access certain websites. The cookie uniquely identifies your browser to the server. Cookies allow the Association to store data on the server (for example language preferences, technical information, click or path information, etc.). Most Web browsers are set up to accept cookies, although you can reset your browser to refuse all cookies or to indicate when a cookie is being sent. Note, however, that some portions of the Website may not work properly if you refuse cookies.

The Association may also use a "Web beacon" on the Website (also known as an "action tag" or "clear GIF technology"), or similar technology, which helps analyse the effectiveness of websites by measuring, for example, the number of visitors to a website, how many visitors clicked on key elements of a website or what Web pages were visited.

The Association uses cookies, Web beacon and other tracking technology to facilitate your access to the Website and analyze the traffic and usage of the Website, as well as identify malfunctions. It also allows the Association to enhance your experience with the Website as well as improve its content and conception. Data processing is justified by your consent, unless applicable law does not contain any requirement for such consent and that the processing is justified by the Association's prevailing interest to improve its Website and services.

To learn more about cookies, you may visit www.allaaboutcookies.org or www.onlinechoices.eu where you will find additional information about behavioral advertising and online privacy. You may deactivate the use of cookies by selecting the appropriate settings on your Web browser. Please note, however, that if you do this you may not be able to use the full functionality of this Website.

The Association may collaborate with other companies that place cookies, Web beacons or other tracking technology on the Website. These companies help the Association in the management of the Website and offer additional services and products. The use of these technologies by such third parties is subject to their own conditions, privacy rules and terms of use, which are not covered by this Policy and for which the Association does not have any responsibility.

5. Google Analytics

It is possible that the Website uses Google Analytics, a website analysis service supplied by Google LLC ("Google"). Google Analytics uses cookies, which generate data concerning your use of the Website (including your IP address), which will be forwarded to, and stored by Google on servers located in the United States. In case of activation of IP anonymisation, Google will anonymize the last octet of the IP address. However, in certain extraordinary cases, the entire IP address will be sent to and shortened by Google's servers in the United States. On behalf of the Association, Google will use this information to evaluate your use of the Website, compile reports on site activity for the Association and provide other services relating to the activity of the Website and the use of the internet. Google may release these data to third parties if there is a legal obligation to do so or when the third parties process these data for the account of Google including, in particular, the Association. Google will not cross-reference your IP address with any other data held by Google.

You may refuse the use of Google Analytics via the following link: https://tools.google.com/dlpage/gaoptout?hl=en.

The processing of these data is justified by the Association's interest to know how its Website is used.

6. Data sharing and transfer

a. Processors

The Association may share personal data about the Users with various outside companies or agents doing technological maintenance or working on behalf of the Association. Such transfer is made to help or participate in the Website's operation, in particular by managing, hosting or maintaining the Website, to advertise or send marketing communications about our products, services and offers, to conduct research, monitor and analyse the network's status, and to provide a chatbot feature. It may also be used to help fulfil business transactions, such as providing customer services.

a. Third parties

The Website offers you videos hosted by Vimeo and YouTube that are incorporated to the Website. If you watch these videos, you are subject to the term and conditions of these websites for which We shall bear no responsibility.

Personal data may also be shared in connection with the sale, assignment or other transfer of the business of the Website to which the data relates, to respond to appropriate requests of legitimate government agencies or where required by applicable laws, court orders, or government regulations, as well as where deemed appropriate for corporate audits or to investigate or respond to a complaint or security threat, or in any other way to defend the Association.

7. Transfer of personal data abroad

The personal data are mainly stored in Switzerland but may also be sent to other countries when appropriate. The Association shall respect all applicable rules and shall adopt all required and necessary measures prior to the transmission of data abroad.

Personal data collected through the use of cookies and the use of the chatbot can also be transferred to other countries, in particular to the USA. In this case, when necessary, standard contractual clauses guarantee an adequate level of protection.

8. Data retention period

As a rule, any personal data that has been collected through the Website or transmitted by you shall be deleted after a retention period of two years from your last interaction with us, or if your data are exclusively processed with your consent, at the moment of your consent's withdrawal should it intervene before. It is however expressly underlined that We may process your data during a short period of time after your consent's withdrawal (in order to follow-up your request) and to keep a record of your consent's withdrawal.

Anonymous information (including but without limitation data collected through the use of cookies) may be kept without any limitation, since this data are no longer considered personal data.

9. Security

The Association uses standard technology and security precautions, rules and other procedures to protect your personal data from unauthorized access, improper use, disclosure, loss or destruction. Industry standard firewalls and password protection is also used to protect your identification information.

It is your personal responsibility to ensure that the computer you are using is adequately secured and

protected against malicious software, such as Trojans, computer viruses and worm programs. You are aware of the fact that without adequate security measures (including secure Web browser configuration and up-to-date antivirus software) there is a risk that the data and passwords you use to protect access to your data, could be disclosed to unauthorized third parties.

10. Your rights

You are entitled to inquire about the personal data held by the Association and to receive a copy thereof, as well as to request an update, rectification, deletion and minimisation of the processing of your personal data. You may at any time withdraw your consent and have the right to object to the processing of your personal data, unless a legitimate interest justifying the data processing exists. You also have the right to data portability regarding the data that you have transmitted to us and that are processed with your consent.

You may also refuse any use of your personal data by the Association for marketing purpose.

Should you wish to make use of one or more of these rights, please contact the Association at Association PTO, 1752 Villars-sur-Glâne or by electronic means at info@go4jobsharing.ch. You may also lodge a complaint with the Federal Data Protection and Information Commissioner (FDPIC).