

Participant Data Rights Statement

Version 2026-09-29. Effective 2026-09-29.

Draft pending legal review. Items in [brackets] will be confirmed before launch.

When you take part in a Unora role experience, you create a detailed record of how you approach work. This statement explains what we collect, why, who sees it, how long we keep it, and what you can ask us to do. Where it gives you stronger protection than our general privacy policy, this statement applies.

1. Who is responsible

Unora Labs LLC is responsible for your participant data. Contact privacy@unora.co. For the Unora Internship Program, Unora both runs the program and provides the experience.

2. What we collect

- Your registration details: name, email, and any access code you use.
- Your conversations with Unora.
- Your answers, choices and confidence ratings in challenges and scenarios.
- The hints and guidance you use, and your progress and activity history.
- Messages you send to your lead, and feedback you give us.
- Technical information needed to run and secure the service.
- If you join our Discord server: your Discord username and online status.

We don't intentionally collect sensitive personal information. Please don't include it in your answers.

3. Your results

From your work, Unora produces results such as accuracy, certainty and reliability. They're evidence from this program at a specific time, not a judgment of you or your potential, and they can be wrong.

4. Why we use your data

- To run the program and keep your progress.
- To show you your results and give you feedback.
- To produce evidence of what you demonstrated, for you and for program staff.
- To keep the service safe and accurate, and to detect misuse.
- To improve Unora, using de-identified or aggregated data wherever possible.
- To research and improve our AI and evaluation systems with your identifiable data, only if you opt in.
- To meet legal obligations.

We won't use your data for an unrelated new purpose without telling you first and, where required, asking for your consent.

5. What we will never do

- Sell your personal information, or use it for advertising.
- Allow the AI providers we use to train their models on your data.
- Train any AI model on your identifiable data without your separate, optional consent.

- Make a decision about an opportunity by automated means alone.
- Try to re-identify de-identified data.

6. AI and other service providers

Parts of Unora are powered by AI models from third-party providers, and we use other providers for hosting and operations. They process your data only on our instructions, under contracts that require confidentiality and security and don't allow them to train their models on it. [A list of these providers will be published here.] Your data may be processed in the United States.

7. Who sees your information

- **You:** your results, in the product.
- **Your lead and program staff:** your progress, your results and the messages you send them.
- **Authorised Unora staff:** only when needed to give feedback, fix problems, improve evaluations, keep the service secure, or meet legal obligations.
- **Other members of our Discord server,** if you join it: your username and online status.
- **Others, only where the law requires or allows it,** for example in response to lawful legal process.

If a program would share your results with another organisation, we'll tell you who receives them and what they receive before you begin.

8. Your rights

Depending on where you live, and subject to limits the law allows, you can ask us to:

- **Give you a copy** of what you provided and what Unora showed you: your conversations, answers, confidence ratings and results.
- **Correct** your details, or **review** a result you think is wrong.
- **Delete or de-identify** your record, apart from anything we must keep by law.
- **Withdraw** your optional research consent at any time. This stops future use; it doesn't undo de-identified or aggregated information already created.

Email privacy@unora.co. We'll verify your identity and respond within the time the law requires. If we can't fully meet a request, we'll tell you why and how to appeal. We won't treat you differently for using these rights.

9. What your copy doesn't include

Your copy contains what you provided and what Unora showed you. It doesn't include how Unora builds its scenarios and questions, the instructions given to Unora's AI, how answers are evaluated, questions you haven't attempted, or information about other participants. Formal requests under privacy law are handled as that law requires.

10. Decisions about opportunities

Your results are inputs to human judgment, not decisions. A person makes any decision about an opportunity and can take other information into account. You can ask which activities a result reflects, and ask for a person to review it.

11. How long we keep your data

Data	Kept for
Registration details	While your account is open, plus [period]
Your activity: conversations, answers, choices, hints	[period] after your program ends
Your results	[period] after your program ends
Messages to your lead, and feedback	[period]
Security and operational logs	[period]
De-identified and aggregated data	May be kept indefinitely

After that, we delete or de-identify your data, unless we must keep it for a legal reason.

12. Security

We use administrative, technical and organisational safeguards designed to protect your data. No system is perfectly secure. If a breach affects your data, we'll tell you and the relevant authorities as the law requires.

13. Changes

If we change this statement materially, especially about AI training, sharing, or decisions about opportunities, we'll ask you to agree again before you continue.

Questions: privacy@unora.co