

Acadia Healthcare Privacy Notice for California Residents

Effective Date: April 1, 2021

This **Privacy Notice for California Residents** applies solely to all applicants who reside in the State of California ("applicants" or "you"). We adopt this notice to comply with the California Consumer Privacy Act of 2018 (CCPA) and any terms defined in the CCPA have the same meaning when used in this Notice.

Information We Collect

We collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you ("**personal information**"). Personal information does not include:

- Publicly available information from government records.
- Deidentified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.]

In particular, we collect the following categories of personal information from applicants:

Category	Examples	Collected
A. Identifiers.	A real name, alias, postal address, email address, or other similar identifiers.	YES
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, address, telephone number, education, employment, or employment history Some personal information included in this category may overlap with other categories.	YES
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), veteran or military status.	YES

D. Internet or other similar network activity.	Information on applicant interaction with a website or application.	YES
E. Professional or employment-related information.	Current or past job history.	YES

Use of Personal Information

We may use the personal information we collect for one or more of the following purposes:

- To fulfill or meet the reason you provided the information. For example, if you fill out a job application, we will use that personal information to evaluate you for a particular position and to communicate with you throughout the hiring process.
- To help maintain the safety, security, and integrity of our Website and/or Intranet, products and services, databases and other technology assets, and business.
- To respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your personal information or as otherwise set forth in the CCPA.

We will not collect additional categories of personal information or use the personal information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Changes to Our Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will post the updated notice on Acadia’s Talent Network webpage under Privacy Practices and update the notice's effective date. **Your continued use of the Acadia’s Talent Network webpage following the posting of changes constitutes your acceptance of such changes.**

Contact Information

If you have any questions or comments about this notice, the ways in which Acadia collects and uses your information described here, your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at:

Phone: 1-800-500-0333

Website: <https://www.acadiahealthcare.com/about/privacy-practices>

Postal Address:

Acadia Healthcare

Attn: Corporate Privacy Officer

6100 Tower Circle, Suite 1000

Franklin, TN 37067