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1. Cookie Policy

Strategic Focus: Complies with 2026 requirements for one-click rejection and Global Privacy Control (GPC) recognition.

HeeRise Cookie & Tracking Policy

Last Updated: February 16, 2026

1. Our Commitment to Your Choice At HeeRise, we respect your digital sovereignty. We use cookies and similar technologies (like web beacons and local storage) to provide our AI co-pilot services and analyze platform performance. In accordance with 2026 regulations, we offer a "one-click reject" mechanism and strictly block non-essential scripts until you provide affirmative consent.

2. Classification of Cookies

Category	Purpose	Essential to Platform?
Strictly Necessary	Used for Firebase authentication, session security, and maintaining your login state.	Yes (Always On)
Functional / Personalization	Stores your "Skill Path" preferences and short-term prompt context for the Gemini AI.	No (Opt-in)
Analytics & Performance	Uses Google Analytics 4 (Consent Mode v2) to track your "Career Readiness Score" progress.	No (Opt-in)

Marketing & Referrals	Tracks the effectiveness of our social media campaigns on LinkedIn and Instagram.	No (Opt-in)
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3. Automated Privacy Signals (GPC) Our platform automatically recognizes and honors Global Privacy Control (GPC) signals sent from your browser. If your browser sends a GPC signal, we will automatically treat it as a request to opt-out of all non-essential tracking and the "sharing" of your data for targeted advertising.

4. Managing Your Preferences You can update your consent at any time via the "Cookie Settings" link in our footer. We store a time-stamped record of your choices for regulatory audit purposes.

2. Privacy Policy

Strategic Focus: Addresses California's AB 2013 (AI Training Transparency) and biometric data handling for mock interviews.

HeeRise Privacy Policy

Last Updated: February 16, 2026

1. Data Collection & The AI Lifecycle

To bridge the "Experience Gap," HeeRise collects academic history, visa status (F-1/OPT/H1B), and professional goals.

- **AI Training Disclosure (AB 2013):** Your prompts and inputs are processed via the Google Gemini API. If you are on a "Premium" tier, your data is excluded from model training. If you are on a "Free" tier, anonymized inputs may be used to improve platform-specific "Education-to-Role" mapping algorithms.
- **Biometric Data (Mock Interviews):** Our AI Interview Simulator analyzes voiceprints and facial movements to provide feedback on cultural nuances and delivery. This data is considered "Sensitive Personal Information" and is deleted within 30 days of the session.

2. Automated Decision-Making Technology (ADMT)

HeeRise uses ADMT to generate your "Career Readiness Score" and "Market Alignment Snapshot."

- **The Logic:** Our system analyzes your skills against current 2026 H1B hiring trends and job descriptions.
- **Human Appeal:** You have the right to request a human review of any AI-generated score that affects your eligibility for our partner placement services.

3. Your 2026 Privacy Rights

Under the CCPA/CPRA and GDPR, you have the right to:

- **Know & Access:** Request all information collected since Jan 1, 2022.
- **Correction:** Fix inaccurate visa or graduation records.
- **The DELETE Act:** We support requests via the California DROP system using your unique DROP ID.

3. User Agreement (Terms of Service)

Strategic Focus: Prevents "Unauthorized Practice of Law" (UPL) regarding visas and defines ownership of AI-generated resumes.

HeeRise User Agreement

Last Updated: February 16, 2026

1. Scope of Service: The Career Co-pilot HeeRise provides an agentic AI service designed for skill development and simulation. Participation in "Simulated Work Experiences" does not create an employment relationship with HeeRise or its partners, and no wages are provided for these educational exercises.

2. Intellectual Property of AI Output

- **Ownership:** You own the "Output" (e.g., the rewritten resume or cover letter) generated by the co-pilot for your professional use.
- **Similarity of Output:** You acknowledge that generative AI may produce identical or substantially similar outputs for other users with similar backgrounds. HeeRise does not guarantee the uniqueness of any AI-generated text.

3. Vital Disclaimers (UPL & Employment)

- **Immigration Guidance:** HeeRise provides informational resources regarding OPT, H1B, and STEM extensions. **This is not legal advice.** No attorney-client relationship is formed. For legal matters, please consult a qualified attorney at ImmigrationLawHelp.org.
- **No Guarantee of Outcome:** While we provide tools to optimize your candidacy, HeeRise does not guarantee job placement, visa sponsorship, or specific salary outcomes.

4. Accessibility Statement

Strategic Focus: Targets WCAG 2.2 Level AA, specifically for the AI chat and dashboard interfaces.

HeeRise Accessibility Statement

Last Updated: February 16, 2026

1. Our Conformance Target HeeRise is committed to digital inclusion. We aim for conformance with the **Web Content Accessibility Guidelines (WCAG) 2.2 Level AA**. Our platform is designed to be Perceivable, Operable, Understandable, and Robust for all users, including those utilizing screen readers or keyboard-only navigation.

2. Key Features for Inclusive AI

- **ARIA Live Regions:** Our AI co-pilot uses `aria-live="polite"` to ensure that new chat responses are announced to screen reader users without interrupting their current task.
- **Keyboard Accessibility:** All interactive elements, including "Resume Transformation" buttons and "Mock Interview" controls, are reachable via the Tab key and feature a 3:1 contrast focus indicator.
- **Accessible Authentication:** We have replaced complex image-based CAPTCHAs with email-based and biometric login methods to reduce cognitive load.

3. Ongoing Governance We conduct manual testing by experts using JAWS and VoiceOver every quarter. If you encounter a barrier, please contact our Accessibility Lead at [\[accessibility@heerise.ai\]](mailto:[accessibility@heerise.ai]). We will respond within 2 business days.

5. Accessibility Statement

1. Scope of Service: The "Agentic" Co-pilot

- **Delegation of Authority:** The agreement defines the Service as the set of tasks our AI co-pilot performs, such as "Resume Transformation," "Skill Gap Analysis," and "Mock Interview Evaluation".
- **Service Evolution:** Users acknowledge that the AI's capabilities and the resources provided are subject to change as the platform iterates on new training data.

2. Intellectual Property (IP) Rights

- **Input Ownership:** Users retain full ownership of all data, resumes, and academic records they upload.
- **Output Ownership:** Users own the final products (e.g., the rewritten resume) for their professional use.

- **Similarity of Output Clause:** Users must acknowledge that because the AI operates on shared linguistic patterns, multiple users with similar backgrounds may receive "substantially similar" or identical suggestions.

3. Vital Disclaimers (Risk Mitigation)

- **Not Legal Advice (UPL Protection):** The "Visa & Immigration Resource Hub" is for **informational purposes only**. It does not create an attorney-client relationship. Users are instructed to consult qualified counsel for OPT/H1B filings.
- **No Guarantee of Outcome:** HeeRise tools optimize candidacy but do not guarantee job placement, visa sponsorship, or specific salary levels.
- **As-Is Basis:** All AI-generated content is provided "as-is." While we strive for accuracy, the platform is not liable for "hallucinated" data or errors in skill scoring.

4. Educational & Simulation Rules

- **Non-Employment Relationship:** Participation in "Simulated Work Experiences" or "Industry Projects" is for educational benefit only. It does not constitute employment with HeeRise or its partners, and no wages are provided.
- **California AB 692 Compliance:** We strictly prohibit any "stay-or-pay" clauses. If you use a deferred payment or subscription model, we cannot charge "quit fees" or mandatory training repayment penalties upon the termination of your service.

5. User Conduct & Obligations

- **Information Integrity:** Users must provide accurate records regarding their academic major and graduation dates.
- **Prohibited Uses:** Users may not use the co-pilot to generate fraudulent credentials, bypass university academic integrity policies, or scrape the platform's proprietary datasets.

6. Termination & Data Portability

- **Right to Delete:** In accordance with the 2026 DELETE Act, users can terminate their account and request full data erasure via the California DROP system.
- **Post-Termination:** Upon exit, all fine-tuned local models or specific chat histories associated with the user will be permanently deleted within 30 days.

Actionable Implementation Notes:

1. **Click-Wrap Requirement:** This agreement must be "clicked-to-accept" during the onboarding flow.
2. **Standalone Visa Link:** The immigration disclaimer should be a clickable pop-up every time a user enters the "Visa & Immigration Hub" to prevent Unauthorized Practice of Law claims.

Summary of Deployment Actions

1. **Footer Links:** Place clear links to all four documents in your website footer.
2. **Consent Banner:** Ensure your cookie banner has "Accept All" and "Reject All" buttons of **equal size and color**.
3. **Onboarding:** Embed the "ADMT Pre-Use Notice" (from the Privacy Policy) directly into the first screen where you ask for a user's major or visa status.
4. **B2B Readiness:** Keep a copy of your manual accessibility test logs; university partners (like UPenn or Columbia) will require an **Accessibility Conformance Report (ACR)** before partnering.

Other company's reference:

<https://www.simucase.com/privacy>

<https://www.simucase.com/terms>