# Appeals Disclaimer

## Disclaimer

### Privacy

We do not capture personal information about any visitor to our site without their permission. We endeavor to ensure that we collect only the minimum amount of information needed to meet the purpose for which the network was created, and to provide the service or benefit you desire. For each visitor, we do collect information about the Internet Protocol (IP) address, type browser used, the date and time of the visit, and the IP addresses of the locations to which the visitor linked during his or her visit to our Web site. This information is strictly used for statistical reporting purposes and no personal information is gathered.

Though personal information may be required either by law or in order for us to provide a requested service, in doing so we are subject to the requirements for administering information systems as established in the Virginia Privacy Protection Act, Chapter 26 of Title 2.1 of the Code of Virginia.

Pages that appear after you click on a link may be controlled by a different agency or entity, whose practices are not under authority of the VEC. The dynamic nature of this web site will open all links to outside sites in a new browser window. Only those pages maintained under the Virginia Employment Commissions web site will open in the same browser window.

We do not sell or rent our subscribers' information to any outside company or organization. We do not reveal specific information about subscribers or other personally identifiable data to unaffiliated third parties for their independent use, except if required to do so by the Virginia Freedom of Information Act or other law.

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Some of our pages on this site may use cookies, so they must be enabled to browse those pages. A cookie is a piece of text that a web server can store on your hard disk. Cookies allow a web site to store information on a users machine, to later retrieve it. A cookie is not a program, it is simply text information file and it cannot "do anything." A server can only retrieve information off the users machine that it has put there. It cannot retrieve information from other cookies, nor any other information from your machine.



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