

Improve Medical Culture Website Policies

Privacy Policy • Terms of Use • Cookie Policy

Last Updated: September 21, 2026

www.improvemedicalculture.org

These policies apply to the Improve Medical Culture website and its online educational, internship, research, and related program activities. They do not replace any separate internship agreement, research agreement, media release, confidentiality agreement, or other program-specific document.

PRIVACY POLICY

Improve Medical Culture respects your privacy and is committed to handling personal information responsibly. This Privacy Policy explains the types of information we may collect through our website and related online forms, how we may use that information, and the choices available to you.

Information We May Collect

Depending on how you use the website or participate in our programs, we may collect information you voluntarily provide, including your name, email address, telephone number, school or educational information, résumé or CV, cover letter, application responses, references, written assignments, communications, and other materials you choose to submit.

If a program involves a fee, donation, or other payment, payment information may be collected and processed by a third-party payment provider. Improve Medical Culture does not need or intend to store complete payment-card information on this website.

We may also automatically receive limited technical information, such as browser type, device type, pages visited, approximate traffic information, and other data used to operate, secure, and improve the website.

How We Use Information

- Review and process internship, research, marketing, volunteer, or other program applications.
- Communicate with applicants, students, interns, participants, speakers, references, and collaborators.
- Administer educational programs, assignments, meetings, research activities, and program records.
- Verify information provided in an application or reference when appropriate.
- Provide requested information, newsletters, announcements, or program updates.
- Maintain website security, functionality, and general usage information.
- Comply with legal, regulatory, contractual, research, or administrative obligations.

Application, Academic, and Program Materials

Materials submitted as part of an application or program may be reviewed by authorized program leaders, instructors, coordinators, research team members, or others involved in evaluating or administering the relevant program. Information may also be used to document participation, performance, completion, eligibility for recommendations, or other program requirements.

References

If you provide the name or contact information of a reference, you represent that you are authorized to provide that information for the purpose for which it is submitted. We may contact references to verify information relevant to an application, research experience, professionalism, or participation.

Photos, Videos, and Student Work

Improve Medical Culture may photograph, record, display, publish, or share participant images, videos, quotes, projects, or other work only as permitted by applicable consent, release, program, or submission terms. Participation in a program does not by itself grant unlimited permission to use a participant's likeness or work.

Sensitive and Health Information

Improve Medical Culture is an educational and internship initiative, not a clinical healthcare portal. Do not submit patient information, protected health information, medical records, diagnoses, medications, or other confidential clinical information through general website forms, email, assignments, or other program systems unless you have been specifically instructed to do so through an authorized process.

Participants must not upload or share confidential patient information, proprietary records, or other third-party information they are not authorized to disclose.

Sharing of Information

Improve Medical Culture does not sell personal information.

We may share information with service providers or collaborators that help operate the website or administer programs, including providers of email, video conferencing, cloud storage, learning platforms, forms, scheduling, payment processing, or research tools. We may also disclose information when required by law, necessary to protect rights or safety, or reasonably necessary to investigate misuse of our systems or programs.

Third-Party Platforms and Links

Our website and programs may use or link to third-party services such as online forms, email, Google Classroom or other learning platforms, video-conferencing services, social media, cloud storage, payment processors, or research tools. Information submitted directly to those services may also be governed by their own privacy policies and terms.

Children and Minors

Some Improve Medical Culture programs may be open to minors. The website is not intended to collect personal information from children under 13 without any consent required by law. If you are under 13, do not submit personal information through this website unless a parent or legal guardian has provided any legally required permission.

Data Security and Retention

We use reasonable administrative, technical, and organizational measures designed to protect personal information. No website, email system, cloud platform, or method of internet transmission can be guaranteed to be completely secure. Information may be retained for as long as reasonably necessary for program, research, educational, recordkeeping, legal, or administrative purposes.

Your Choices

You may unsubscribe from nonessential email newsletters or promotional communications using the method provided in those communications. Requests concerning personal information may be sent to the contact

information below. Some records may need to be retained for legitimate program, research, legal, or administrative reasons.

Changes to This Privacy Policy

We may update this Privacy Policy periodically. The current version will be posted on the website with an updated revision date.

Contact

Improve Medical Culture

Email: info@improvemedicalculture.org

Website: www.improvemedicalculture.org

TERMS OF USE

Effective Date: September 21, 2026

By accessing or using www.improvemedicalculture.org, you agree to these Terms of Use. If you do not agree with these terms, please do not use the website.

Educational Purposes

Improve Medical Culture provides educational information, internship opportunities, research experiences, professional-development activities, and related resources. Website content is for general educational and informational purposes and is not medical advice, diagnosis, treatment, legal advice, or individualized professional advice.

No Healthcare Relationship

Use of this website or participation in Improve Medical Culture educational programming does not establish a doctor-patient relationship with Improve Medical Culture, Improve Life PLLC, Dr. Stephanie Waggel, or any speaker, instructor, mentor, or other participant.

Applications and Admission

Submitting an application does not guarantee admission, placement, participation, a particular schedule, research position, clinical exposure, speaker, assignment, recommendation, publication opportunity, or other outcome. Program availability, requirements, and selection decisions may change.

Program Requirements and Separate Agreements

Participants may be subject to additional program rules, grading policies, professionalism standards, research procedures, confidentiality requirements, media releases, deadlines, attendance requirements, or written agreements. If a program-specific agreement conflicts with these general website Terms of Use, the program-specific agreement governs that program.

No Guarantee of Academic or Career Outcomes

Improve Medical Culture does not guarantee admission to college, medical school, graduate school, residency, employment, scholarships, grants, financial aid, authorship, publication, letters of recommendation, grades, or any other academic or professional result.

Research Activities

Participation in research-related activities does not guarantee authorship, acknowledgement, publication, conference presentation, or any particular role on a project. Credit and authorship decisions may depend on the participant's actual contribution and applicable project, journal, or professional standards.

Professional Conduct and Confidentiality

Users and participants must not misuse the website or program systems, impersonate others, interfere with program operations, submit false information, infringe intellectual property rights, or disclose confidential patient, research, applicant, student, business, or third-party information without authorization.

Intellectual Property

Unless otherwise indicated, original website text, graphics, videos, educational materials, program materials, branding, and other content are owned by or licensed to Improve Medical Culture or the applicable creator. Content

may not be copied, republished, sold, or commercially distributed without permission, except as otherwise permitted by law or an applicable program agreement.

Participant Submissions

You retain rights you already hold in original materials you create, subject to any separate agreement, research protocol, assignment instructions, publication terms, or release you accept. By submitting material to Improve Medical Culture, you represent that you have the right to submit it and that doing so does not violate another person's rights or confidentiality.

Third-Party Content and Services

The website may include links, embedded content, or services provided by third parties. Improve Medical Culture does not control and is not responsible for the availability, security, accuracy, privacy practices, or terms of third-party websites or services.

Accuracy and Changes

We make reasonable efforts to keep website information current, but program dates, deadlines, fees, instructors, availability, requirements, and other information may change. We do not guarantee that all website content is complete, error-free, or current at all times.

Limitation of Liability

To the extent permitted by law, Improve Medical Culture is not responsible for indirect, incidental, or consequential damages arising solely from use of general website information, third-party services, or inability to access the website. Nothing in these Terms limits rights or responsibilities that cannot legally be limited.

Changes to These Terms

We may revise these Terms of Use periodically. Updated terms will be posted on this page or in the current website policy document.

Governing Law

These Terms are governed by applicable federal law and the laws of the Commonwealth of Virginia, without regard to conflict-of-law principles.

Contact

Improve Medical Culture

Email: info@improvemedicalculture.org

Website: www.improvemedicalculture.org

COOKIE POLICY

Effective Date: September 21, 2026

This Cookie Policy explains how Improve Medical Culture may use cookies and similar technologies on www.improvemedicalculture.org.

What Are Cookies?

Cookies are small files or similar technologies that may be stored on your device when you visit a website. They can help websites function, remember preferences, understand general usage, improve security, or support embedded features.

Cookies We May Use

- **Essential cookies:** help provide basic website operation, navigation, security, and functionality.
- **Functional cookies:** may remember preferences or support optional website features.
- **Analytics cookies:** if enabled, may help us understand general website traffic and how visitors use the site.
- **Third-party technologies:** may be used by embedded videos, forms, social media, payment providers, or other outside services.

Sensitive Information

Do not enter patient information, protected health information, confidential medical information, passwords, or other sensitive third-party information into general website forms or fields unless an authorized process specifically requires it.

Third-Party Services

When you use or interact with third-party services linked or embedded on our website, those providers may use their own cookies or similar technologies according to their own privacy policies.

Your Choices

Most browsers allow you to block, limit, or delete cookies. Blocking some cookies may affect website functionality. If the website provides a cookie preference or consent tool, you may use that tool to manage available choices.

Changes to This Cookie Policy

We may update this Cookie Policy as our website, technology, or service providers change. The current version will be posted with an updated effective date.

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