



What do we want to collect and why?

BMJ values having people from a wide range of backgrounds in order to have the broadest understanding of different perspectives. We want to understand the diversity of people who contribute to what we do or are otherwise involved in BMJ's work. While you cannot skip the collection of diversity information, you can choose 'prefer not to say' for each piece of information. There are no negative consequences of any kind if you choose to select 'prefer not to say'.

For this purpose, we would like to use information about your:

- gender identity;
- racial identity;
- ethnic origin;
- email address;
- your use of BMJ products or services; and
- work that you do with or for BMJ.

What will you do with my data?

We will collect the data and check who has provided the requested information. Before analysing any information, we will anonymise the data, removing all the personal identifiers. We will record the anonymised data and may choose to publish it. We will not use this data to make decisions of any kind about you. We won't share your personal data with other organisations.

Our [legal basis](#) is that we have a legitimate interest in promoting equality and diversity, and in understanding the diversity of backgrounds for people who write or contribute to articles, or use ScholarOne for BMJ's purposes. Data about race and/or ethnicity is a 'special category' and needs an extra '[condition for processing](#)'. The condition we are relying on is that the information is needed to understand and promote equality of opportunity and treatment.

How long will you keep information about me?

We'll anonymise the personal data in your response as soon as possible, and expect to have removed all the identifiers within two months of providing responses. Your personal data will not be held by BMJ for more than three months. Please be aware that [ScholarOne](#) may also process diversity data for its own purposes. BMJ does not have any control over ScholarOne's processing.

What are my rights?

You have rights over your data. You can [contact us](#) if you would like to:

- Have a copy of your personal data
- Correct inaccurate information about you
- Erase information about you
- Restrict how your data is used
- Object to our use of your data

- Have your data ported to another organisation

You can find [advice about your rights](#) on the website for the Information Commissioner's Office (the regulator for data protection law in the UK).

Questions or complaints

If you have any concerns or complaints, we'd like it if you [contacted us](#) in the first instance. If you are interested in how BMJ handles personal data more broadly, there is also an overarching privacy notice that you can find [here](#). You also have the right to complain to the [Information Commissioner's Office](#) if you'd like to.

EU representative

Wherever you are in the world, you can get in touch with BMJ in the first instance through our email address: dataprotectionlead@bmj.com. However, in accordance with the requirements of the GDPR (Article 27), BMJ has a data protection representative in the EU:

activeMind.legal Rechtsanwaltsgesellschaft m.b.H.
Geschäftsführer: RA Klaus Foitzick
Kurfürstendamm 56
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HRB 185355 Amtsgericht München

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