Tennessee Department of Labor Messaging is strongly committed to maintaining the privacy of confidential information provided by its customers. Personal identifiable information is kept in a secure, encrypted database. Access to confidential information is restricted to authorized entities associated with the performance of the Workforce Innovation and Opportunity Act of 2014. The Department will not give, sell, or otherwise transfer electronic mail addresses maintained by this messaging system to any other party for the purposes of initiating, or enabling others to initiate, electronic mail messages. The collection, use and disclosure of your information are further governed by the following laws:

- 42 U.S.C. § 405(C)(2)(c) (Social Security Act)
- 5 U.S.C. § 552 (Freedom of Information Act)

As a general rule, Tennessee Department of Labor Messaging does not collect personally identifying information about you when you use the service unless you choose to provide such information.

Unauthorized attempts to change information from the system is strictly prohibited and may be punishable under the Computer Fraud and Abuse Act of 1986 and the National Information Infrastructure Protection Act of 1996.