This policy describes how Upwork uses cookies and other related technologies (collectively referred to as "cookies") when you interact with us on http://www.upwork.com (the "Site") as set forth in the Upwork Privacy Policy.

By visiting or using the Site, you agree that we can use the cookies described in this Cookie Policy. You can stop or update your cookie preferences by changing the settings in your browser (more information on how to do this is provided below) or adjusting the settings at the bottom of the homepage labeled "Cookie Settings". We may modify this Agreement without notifying you, so please check back often for updates.

What are cookies?

Cookies are text files, containing small amounts of information, which are downloaded to your browsing device (such as a computer or smartphone) when you visit a website. Cookies can be recognized by the website that downloaded them, or by other websites that use the same cookies. First- party cookies are cookies that belong to Upwork, or are placed on your device by Upwork. Third-party cookies are cookies that another party places on your browsing device through our Site.

What are cookies used for?

Cookies do lots of different jobs, like helping us understand how the Site is being used, letting you navigate between pages efficiently, remembering your preferences, and generally improving your browsing experience. Cookies can also help ensure marketing you see online is more relevant to you and your interests.

What types of cookies does Upwork use?

To provide you with the best browsing experience, Upwork uses the following types of cookies: Strictly Necessary, Performance, Functional, and Targeting Cookies. You can find out more about each cookie category in the sections below.

Strictly Necessary Cookies

These cookies are essential, as they enable you to move around the Site and use its features, such as accessing secure areas. Without these cookies, some services you have asked for such as payment submission can't be provided. These cookies cannot be switched off in our systems, because they are necessary for Site functionality. While you can set your browser to block or alert you about these cookies, some or all parts of the Site may not function.

Performance Cookies

These cookies collect information about how you use the Site, for example which pages you go to most often and if you get error messages from certain pages. These cookies gather only aggregated or anonymous information that does not identify you.

Functionality Cookies

These cookies allow the Site to remember choices you make (such as your username or the region you're in). For instance, the Site uses functional cookies to remember your language preference. These cookies can also be used to

remember changes you've made to text size, font and other parts of pages that you can customize. They may also be used to provide services you've asked for such as watching a video or commenting on a blog. They may be set by us or by third party providers whose services we have added to our pages. If you do not allow these cookies then some or all of these services may not function properly.

Targeting Cookies

These cookies are used to deliver advertisements that are more relevant to you and your interests. They are also used to limit the number of times you see an advertisement as well as help measure the effectiveness of an advertising campaign. They remember that you have visited a website and this information may be shared with other organizations such as advertisers. This means after you have been to the Site you may see some advertisements about our services elsewhere on the Internet.

How long will cookies stay on my browsing device?

The length of time a cookie will stay on your browsing device depends on whether it is a "persistent" or "session" cookie. Session cookies will only stay on your device until you stop browsing. Persistent cookies stay on your browsing device until they expire or are deleted.

How to control and delete cookies through your browser

The browser you are using to view the Site can enable, disable or delete cookies. To do this, follow the instructions provided by your browser (usually located within the "Help," "Tools" or "Edit" functions). Please note that if you set your browser to disable cookies, you may not be able to access certain parts of the Site (e.g. to apply for a job or post a job. Other parts of the Site may also not work properly. You can find out more information about how to change your browser cookie settings at www.allaboutcookies.org.

Also, you may update your cookie preferences by clicking the "Cookie Settings" button at the bottom of the Site's homepage.

Contacting Us

If you have any questions about this Cookie Policy, please contact us at https://support.upwork.com/home or by mail addressed to Attn: Legal, 655 Montgomery Street, Suite 490, DPT 17022, San Francisco, CA 94111-2676, USA.