

# Personal Information Protection Policy

**girls  
inc.**

of Northern Alberta

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# **Girls Incorporated of Northern Alberta Personal Information Protection Policy**

## **Personal Information Protection Policy**

Girls Incorporated of Northern Alberta is committed to safeguarding the personal information entrusted to us by our stakeholder. We manage your personal information in accordance with Alberta's Personal Information Protection Act and other applicable laws. This policy outlines the principles and practices we follow in protecting your personal information.

This policy applies to Girls Incorporated of Northern Alberta and to any person providing services on our behalf. A copy of this policy is provided to any stakeholder on request.

### **What is personal information?**

Personal information means information about an identifiable individual. This includes an individual's name, home address and phone number, age, sex, marital or family status, an identifying number, financial information, educational history, etc.

### **What personal information do we collect?**

We collect only the personal information that we need to provide evidence-based curricula to our stakeholders, deliver requested products and services and enrol a stakeholder in a program.

We normally collect stakeholder personal information directly from our stakeholders. We may collect your information from other persons with your consent or as authorized by law.

We inform our stakeholders, before or at the time of collecting personal information, of the purposes for which we are collecting the information. The only time we do not provide this notification is when a stakeholder volunteers information for an obvious purpose (for example, producing a credit card to pay a fee when the information will be used only to process the payment).

### **Why do we collect personal information?**

Girls Inc. delivers evidence-based curricula to inspire more girls to be strong, smart and bold. We believe that measuring outcomes is critical to having a real and lasting impact on girls. As such, we have developed the Strong, Smart, and Bold Outcomes Measurement Strategy (SSBOMS) to document the measurable difference a high quality Girls Inc. Experience makes in girls' lives. This is also to foster a culture of continuous improvement and collective learning across the Girls Inc. network. In doing so, personal information collection of our stakeholders (girls and parents/guardians) becomes essential to better inform program designs and strategic directions of Girls Inc. This girl-centered data collection and use strategy relies on two main informational sources:

1. The Strong, Smart, & Bold Outcomes Survey (SSBOS), administered annually through Trax (secure knowledge management database)  
The SSBOS gathers data using survey questions that have been carefully designed to measure girls' (ages 9-18) progress toward specific Strong, Smart, and Bold outcomes.
2. The ongoing tracking of girl characteristics and attendance in Trax

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Tracking girl characteristics and attendance allows us to examine important topics, like whether we are reaching the girls who may need us most, and how many program hours girls need in order to experience a meaningful, positive impact.

For more information about TRAX, refer to “Security Policy and Procedures Overview” by nfocus SOLUTIONS.

### **Consent**

We ask for consent to collect, use or disclose stakeholder personal information, except in specific circumstances where collection, use or disclosure without consent is authorized or required by law. We may presume your consent in cases where you volunteer information for an obvious purpose.

We presume your consent to continue to use and, where applicable, disclose personal information that we have already collected, for the purpose for which the information was collected.

We ask for your express consent for some purposes and may not be able to provide certain services if you are unwilling to provide consent to the collection, use or disclosure of certain personal information. Where express consent is needed, we will normally ask stakeholders to provide their consent orally (in person, by telephone) or in writing (by signing a consent form).

In cases that do not involve sensitive personal information, we may rely on “opt-out” consent. For example, we may disclose your contact information to other organizations that we believe may be of interest to you, unless you request that we do not disclose your information. You can do this by checking the appropriate box on our registration form or by telephoning our local number.

A stakeholder may withdraw consent to the use and disclosure of personal information at any time, unless the personal information is necessary for us to fulfil our legal obligations. We will respect your decision, but we may not be able to provide you with certain products and services if we do not have the necessary personal information.

We may collect, use or disclose stakeholder personal information without consent only as authorized by law. For example, we may not request consent when the collection, use or disclosure is to determine suitability for an honour or award, or in an emergency that threatens life, health or safety.

### **How do we use and disclose personal information?**

We use and disclose stakeholder personal information only for the purpose for which the information was collected, except as authorized by law. For example, we may use stakeholder contact information to deliver goods.

If we wish to use or disclose your personal information for any new business purpose, we will ask for your consent. We may not seek consent if the law allows this (e.g. the law allows organizations to use personal information without consent for the purpose of collecting a debt).

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#### **What is personal employee information?**

Personal employee information is personal information about an employee or volunteer which is collected, used or disclosed solely for the purposes of establishing, managing or terminating an employment relationship or a volunteer work relationship. Personal employee information may, in some circumstances, include a Social Insurance Number, a performance review, etc.

We can collect, use and disclose your personal employee information without your consent only for the purposes of establishing, managing or ending the employment or volunteer relationship. We will provide current employees and volunteers with prior notice about what information we collect, use or disclose and our purpose for doing so.

#### **What personal employee information do we collect, use and disclose?**

We collect, use and disclose personal employee information to meet the following purposes:

- Determining eligibility for employment or volunteer work, including verifying qualifications and references
- Establishing training and development requirements
- Assessing performance and managing performance issues if they arise
- Administering pay and benefits (paid employees only)
- Processing employee work-related claims (e.g. benefits, workers' compensation, insurance claims) (paid employees only)
- Complying with requirements of funding bodies (e.g. lottery grants)
- Complying with applicable laws (e.g. Canada Income Tax Act, Alberta Employment Standards Code)

We only collect, use and disclose the amount and type of personal employee information that is reasonable to meet the above purposes. The following is a list of personal employee information that we may collect, use and disclose to meet those purposes.

- Contact information such as your name, home address, telephone number
- Criminal background checks
- Employment or volunteer information, such as your resume (including educational background, work history and references), reference information and interview notes, letters of offer and acceptance of employment, policy acknowledgement forms, background verification information, workplace performance evaluations, emergency contacts, etc.
- Benefit information, such as forms relating to applications or changes to health and insurance benefits including medical and dental care, life insurance, short and long term disability, etc. (paid employees only)
- Financial information, such as pay cheque deposit information and tax-related information, including Social Insurance Numbers (paid employees only)
- Other personal information required for the purposes of our employment or volunteer relationship

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We will inform our employees and volunteers of any new purpose for which we will collect, use, or disclose personal employee information. Or we will obtain your consent before or at the time the information is collected.

We will obtain your consent to collect, use and disclose your personal information for purposes unrelated to the employment or volunteer relationship (e.g. such as providing you with information about our workplace charity program).

#### **What information do we provide for employment/volunteer references?**

In some cases, after your employment or volunteer relationship with us ends, we will be contacted by other organizations and asked to provide a reference for you. It is our policy not to disclose personal information about our employees and volunteers to other organizations who request references without consent. The personal information we normally provide in a reference includes:

- Confirmation that an individual was an employee or volunteer, including the position, and date range of the employment or volunteering
- General information about an individual's job duties and information about the employee or volunteer's ability to perform job duties and success in the employment or volunteer relationship

#### **How do we safeguard personal information?**

We make every reasonable effort to ensure that personal information is accurate and complete. We rely on individuals to notify us if there is a change to their personal information that may affect their relationship with our organization. If you are aware of an error in our information about you, please let us know and we will correct it on request wherever possible. In some cases we may ask for a written request for correction.

Remember you will be held to what you say in your policy, so your policy must reflect your actual practices.

We protect personal information in a manner appropriate for the sensitivity of the information. We make every reasonable effort to prevent any loss, misuse, disclosure or modification of personal information, as well as any unauthorized access to personal information.

We use appropriate security measures when destroying personal information, including shredding paper records and permanently deleting electronic records.

We retain personal information only as long as is reasonable to fulfil the purposes for which the information was collected or for legal or business purposes.

#### **Access to records containing personal information**

Individuals have a right to access their own personal information in a record that is in the custody or under the control of Girls Inc., subject to some exceptions. For example, organizations are required

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under the Personal Information Protection Act (PIPA) to refuse to provide access to information that would reveal personal information about another individual.

If we refuse a request in whole or in part, we will provide the reasons for the refusal. In some cases where exceptions to access apply, we may withhold that information and provide you with the remainder of the record.

You may make a request for access to your personal information by writing to Executive Director to ensure compliance with PIPA. You must provide sufficient information in your request to allow us to identify the information you are seeking.

You may also request information about our use of your personal information and any disclosure of that information to persons outside our organization. In addition, you may request a correction of an error or omission in your personal information.

We will respond to your request within 45 calendar days, unless an extension is granted. We may charge a reasonable fee to provide information, but not to make a correction. We do not charge fees when the request is for personal employee information. We will advise you of any fees that may apply before beginning to process your request.

### **Questions and complaints**

If you have a question or concern about any collection, use or disclosure of personal information by Girls Inc. or about a request for access to your own personal information, please contact Executive Director at 780-790-9236 or [ed@girlsincofnorthernalberta.org](mailto:ed@girlsincofnorthernalberta.org)

If you are not satisfied with the response you receive, you should contact the Information and Privacy Commissioner of Alberta:

Office of the Information and Privacy Commissioner of Alberta

Suite 2460, 801 - 6 Avenue, SW

Calgary, Alberta T2P 3W2

Phone: 403-297-2728 Toll Free: 1-888-878-4044

Email: [generalinfo@oipc.ab.ca](mailto:generalinfo@oipc.ab.ca) Website: [www.oipc.ab.ca](http://www.oipc.ab.ca)