****

**Freedom of Information and Protection of Privacy Act (FIPPA)**

**Disclosure of Information**

**Safety Trumps Privacy:**

FIPPA Section 25: *“…the head of a public body must, without delay, disclose to the public, to an affected group of people, or to an applicant, information*

1. *about a risk of significant harm to the environment or to the health or safety of the public or a group of people; or,*

*b. the disclosure of which is, for any other reason, clearly in the public interest.”*

|  |
| --- |
| **Disclosure of Information to a Third Party** |
| Type of Information | Disclosure **to Third Party** |
| Yes**1** | No**2****1** Unless an exception under the FIPPA Act applies. |
| **Employee personal information:** |  |  |
| * Salary
 | X |  |
| * Medical
 |  | X**2** Unless written permission from an individual is on file in their personal record. Exceptions apply when information is requested for an investigation. |
| * Performance Evaluation
 |  | X |
| * Reference Check
 |  | X |
| * That is subject to solicitor/client privilege
 |  | X |
| **Student personal information:** |  |  |
| * Attendance
 |  | X |
| * Grades
 |  | X |
| * Timetables
 |  | X |
| * Personal Evaluation Forms
 |  | X |
| * Evaluation opinions of selection committees for admissions or awards
 |  | X |
| * That is subject to solicitor/client privilege
 |  | X |
| * To a parent or guardian
 |  | X |
| **Institutional Information**  |  |  |
| * Contracts
 | X |  |
| * Draft Budget
 |  | X |
| * Finalized Budget
 | X |  |
| * Salary scales
 | X |  |
| **Other Information** |  |  |
| * A record containing teaching materials or research information
 |  | X |
| * A record of a question that is to be used on an examination or test
 |  | X |
| * Information that would reveal advice or recommendations from a Council or committee
 |  | X |
| * Information that could harm the organization’s financial or economic interests
 |  | X |
| * A court record
 |  | X |
|  |  |  |