



**VANCOUVER ISLAND  
UNIVERSITY**

**Freedom of Information and Protection of Privacy Act (FIPPA)  
Disclosure of Information to an Individual**

**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*

- a. 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.”*

Release of Information to an Individual		
Type of Information from Personal File	Releasable to Individual	
	Yes <sup>1</sup>	No
<b>Employees</b> <ul style="list-style-type: none"> <li>• Interview notes</li> <li>• Performance Evaluation</li> <li>• Personal Recommendation</li> <li>• Character Reference</li> <li>• Personal Recommendation or Evaluation</li> </ul>	X  X  X  X  X	
<b>Students</b> <ul style="list-style-type: none"> <li>• Interview notes</li> <li>• Anecdotal notes made by faculty</li> <li>• Personal Evaluation Forms</li> <li>• Evaluation opinions of selection committees for admissions or awards</li> </ul>	X  X  X  X	

<sup>1</sup>Disclosure of information must be refused to an applicant if the disclosure would be an unreasonable invasion of a third party’s privacy (see FIPPA Division 2 Exceptions - [Section 22](#))