



Nova Scotia League for Equal Opportunities
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LEO

Charitable Registration #119063477RR0001

Privacy Policy & Personal Information

The *Personal Information Protection and Electronic Documents Act (PIPEDA)* pertains to all businesses and organizations in Canada. This legislation was enacted in response to public concerns about personal privacy issues, especially since the advent of the Internet, e-commerce and advance data mining of information about individuals. The Act applies to the privacy of individuals, not corporations.

Personal information is defined as any information about an 'identifiable individual'. There are exceptions: **business contact information and certain publicly available information, such as names, addresses and telephone numbers (as published in telephone directories) are not considered personal information. Where an individual uses his or her home contact information as business contact information, the contact information provided is regarded as business contact information and is not subject to protection as personal information.** Personal information can include an individual's opinions or beliefs (e.g. religion or political affiliation), as well as facts about, or related to, the individual.

If an organization uses personal information in the course of "commercial activities", it must do so in compliance with the Act.

Nova Scotia League for Equal Opportunities (NSLEO) has an obligation under the *Personal Information Protection and Electronic Documents Act (PIPEDA)* to obtain the appropriate consent in the collection, use and disclosure of personal information. Its Privacy Officer shall be the Executive Director, unless otherwise directed in writing by the Executive Director to all staff.