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**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.”*

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| **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 |
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