



Administrative Procedure 179

PRIVACY MANAGEMENT PROGRAM

Purpose

As a public body that is subject to the [British Columbia Freedom of Information and Protection of Privacy Act](#) (the “Act” or FIPPA), the Board of Education of School District No. 35 (Langley) is committed to upholding the principles of privacy, transparency and accountability. This means that the School District recognizes the fundamental importance of maintaining the privacy and security of the personal information that it collects, uses and discloses in the course of its operations and programs. The School District also acknowledges and supports transparency with the community by facilitating access to School District records and information in accordance with the requirements of the Act.

Definitions

Where used in this Procedure, the following terms have the following meanings:

Consent means express written consent to the collection, use or disclosure of personal information.

FIPPA means the BC *Freedom of Information and Protection of Privacy Act*, and regulations thereto.

Head means the Secretary-Treasurer and includes any person to whom the Head has delegated (in writing) their powers to act as Head.

Personal Information means recorded information about an identifiable individual but excludes a person’s business contact information.

Procedures means procedures enacted by the School District under its Privacy Policy.

Records include any paper or electronic media used to store or record information, including all paper and electronic records, books, documents, photographs, audio or visual recordings, computer files, email and correspondence.

Staff means all persons employed or engaged by the School District to carry out its operations and includes independent contractors and volunteers.

1. Principles

1.1. School District Staff are responsible for:

- 1.1.1. Making reasonable efforts to familiarize themselves with this Procedure and the requirements of FIPPA, including by participating in privacy training initiatives offered by the School District.
- 1.1.2. Following responsible information management practices to ensure that the School District collects, uses and discloses Personal Information in compliance with FIPPA and other applicable laws.
- 1.1.3. Seeking at all times to protect Personal Information against unauthorized collection, use and disclosure, including by limiting the sharing of sensitive Personal Information on a need-to-know basis.
- 1.1.4. Cooperating with School District procedures to facilitate the appropriate release of Records within its custody or control in response to access requests received from members of the community under FIPPA.
- 1.1.5. Cooperating with School District procedures for the completion of privacy impact assessments; and
- 1.1.6. Reporting privacy breaches to the School District in accordance with the School District's Procedures.

2. Accountability

- 2.1. The Secretary-Treasurer is the "head" of the School District for the purposes of FIPPA and is responsible for the implementation of this Administrative Procedure.
- 2.2. The Head is responsible to appoint oversee and, if appropriate, delegate responsibility to a Privacy Officer for the School District to supervise its privacy management program.

3. Commitment to Privacy Protection

- 3.1. The School District protects the privacy of students, staff and individuals whose Personal Information it collects, uses, shares and retains, and expects all Staff to follow responsible information management practices to ensure that the School District fully complies with its obligations under FIPPA and other applicable laws.
- 3.2. The School District and Staff respect the privacy and confidentiality of Personal Information entrusted to them in the course of their duties, and collects, uses and discloses Personal Information only where authorized by FIPPA.

4. Purposes For Collecting Personal Information

- 4.1. The School District communicates the purposes for which Personal Information is collected at or before the time the information is collected, unless otherwise permitted or required by FIPPA.
- 4.2. In the ordinary course of carrying out its programs and activities, the School District collects Personal Information of its students for purposes including:
 - Registration, enrollment and transfer of students.
 - To provide and deliver educational programs and services.
 - To accommodate students with special needs.

- To communicate with students and respond to inquiries or complaints.
 - To prepare and provide assessments of student performance.
 - To supervise and ensure the safety and security of the School District (such as through the use of video surveillance).
 - To investigate and respond to accidents, safety events, misconduct and similar incidents.
 - To ensure compliance with applicable School District bylaws, policies and other laws.
 - To make all required reports and filings to the Ministry of Advanced Education; and
 - For other purposes set out in the Procedures or required under applicable laws.
- 4.3. In the ordinary course of carrying out its employment programs and activities, the School District collects the Personal Information of prospective, current and former Staff for purposes including:
- Hiring and recruitment.
 - To manage and administer the employment relationship.
 - To communicate with authorized union representatives.
 - To administer employment compensation and benefits.
 - To evaluate performance and manage disciplinary incidents.
 - To supervise and ensure the safety and security of the School District (such as through the use of video surveillance).
 - To investigate and respond to accidents, safety events, misconduct and similar incidents.
 - To ensure compliance with applicable School District policies and other applicable laws; and
 - For other purposes set out in the Procedures or required under applicable laws.

5. Collection, Use and Disclosure of Personal Information

- 5.1. The School District limits the Personal Information it collects to information to what is related to and necessary in order to carry out its programs and activities or for other purposes authorized by FIPPA.
- 5.2. The School District seeks to collect Personal Information by fair, lawful and transparent means, including by collecting Personal Information directly from the individual, except where otherwise authorized by FIPPA.
- 5.3. The School District seeks to inform individuals from whom it collects Personal Information the purposes for which the information is being collected, the legal authority for collecting it and the name and contact information of someone at the School District who can answer questions about the collection and use of the information.
- 5.4. The School District limits the internal and external use and sharing of Personal

Information to what is required and authorized by FIPPA or consented to by the individual.

- 5.5. The School District only uses or discloses Personal Information for the purpose for which it was collected, except with the individual's consent or as otherwise required or permitted by FIPPA or other laws.

6. Privacy Impact Assessments and Information Sharing Agreements

- 6.1. Privacy Impact Assessments will be completed in accordance with FIPPA and [Administrative Procedure 177: Privacy Impact Assessments](#).

- 6.2. Information Sharing Agreements ("ISA")

The District seeks to implement ISAs in relation to routine, ongoing or significant information sharing agreements.

An information sharing agreement is a document that establishes acceptable agreements and security standards in relation to permitted information sharing activities. Requests for information sharing agreements will be directed to the Superintendent or Secretary-Treasurer's office for review.

ISAs will be reviewed for:

- Ensuring the collection, use and disclosure of personal information under the agreement complies with FIPPA and other applicable laws.
- Documenting information sharing conditions such as security standards and limits on the use and access to personal information.
- Demonstrating compliance with FIPPA and other legislation.
- Outlining each party's responsibilities respecting the permitted uses and protection of personal information.
- Building a trusted information sharing relationship and ensuring appropriate accountability for information access and use.
- Harmonizing expectations for public bodies subject to different policies or legislation.

While an important right, privacy should not be a barrier to sharing information where compelling circumstances related to the health and safety of an individual or a group of people are concerned.

7. Securing Personal Information

- 7.1. The School District protects Personal Information by ensuring it has reasonable security safeguards in place which are appropriate to the sensitivity of the information. Such security safeguards shall include consideration of physical security, organizational security and electronic security.
- 7.2. All Staff have a duty to protect the privacy and security of Personal Information collected and used by them as part of their ongoing employment responsibilities,

including by complying with the terms of this Procedure, and all related Procedures.

- 7.3. The School District provides training to all Staff to ensure they have the requisite knowledge to ensure compliance with the terms of this Procedure and the FIPPA.

8. Retention

- 8.1. The School District does not seek to retain Personal Information longer than necessary to satisfy the School District's applicable operational, instructional, financial and legal needs.
- 8.2. Personal information that is no longer required for either administrative, operational, financial, legal or historical purposes shall be securely destroyed in a confidential manner in accordance with School District procedures and approved record retention protocols.

9. Accuracy and Correction

- 9.1. The School District shall make reasonable efforts to ensure the accuracy of the Personal Information that they collect and use in the course of performing their duties.
- 9.2. Individuals have the right to request the correction of their Personal Information, and the School District will receive and respond to such requests in accordance with the FIPPA and School District Procedures.

10. Privacy Awareness and Education Activities

- 10.1. The District will promote privacy training and awareness commencing with the onboarding of new employees.
- 10.2. The privacy officer will provide ongoing training and awareness upon request.
- 10.3. The Secretary-Treasurer's office will ensure information is readily available on the School District website and reviewed annually for currency and relevancy or in response to changing legislation.
- 10.4. The Secretary-Treasurer's office will ensure that fair practice and good public administration is overseen under the guidance of the BC Ombudsperson.

11. Service Provider Management

- 11.1. The District engages with many kinds of service providers that may involve personal information and will ensure it meets its obligations under FIPPA. The District's Manager, Purchasing, and/or contracting staff will conduct procurements.
- 11.2. The Manager, Purchasing and/or contracting staff will collaborate with the District's privacy officer to ensure the district remains in compliance with Ministerial directions.
- 11.3. The Secretary-Treasurer's office will ensure information is readily available on the School District website and reviewed annually for currency and relevancy or in response to changing legislation.

11.4. Privacy requirements for service provider relationships, service contracts/agreements should include the following:

- Clear contractual requirements, including limiting use and disclosure of personal information by the service provider to specified contractual purposes:
 - Taking reasonable security measure to protect personal information.
 - Requiring compliance with privacy procedures and controls of the district including storage, retention and secure disposal and requiring notice to the Secretary-Treasurer in the event of privacy-related breach.
- Mechanisms ensuring service providers are informed of their privacy obligations such as contractual terms that address privacy obligations.
- Controls on sub-contracting by the service provider.
- Training or educating all service provider employees who are subject to access of personal information.
- Ensure service providers agree that their employees will comply with privacy obligations.

12. Access to Information

12.1. The School District supports appropriate transparency and accountability in its operations by making information available to the public as permitted or required under FIPPA.

12.2. The Head shall, on at least an annual basis, consider and designate categories of Records that will be made available to the public without the need to make a request in accordance with FIPPA.

12.3. The School District recognizes that individuals may make requests for access to Records within the custody and control of the School District, and the School District will respond to such requests in accordance with FIPPA and the Procedures.

12.4. The School District recognizes that individuals have a right to access their own Personal Information within the custody and control of the School District and will facilitate such access in accordance with the requirements of FIPPA.

13. Complaints and Inquiries

13.1. Questions or complaints about the School District's information management practices should be directed to the Privacy Officer at privacy@sd35.bc.ca.

13.2. The School District will respond to all complaints in writing.

Reference: [Freedom of Information and Protection of Privacy Act](#)
Adopted: September 19, 2023