



PRIVACY POLICY

1. Purpose of this Policy

1.1. Privacy of personal information is governed by the Personal Information Protection and Electronics Documents Act ("PIPEDA"). This policy describes the way that Dodgeball Ontario collects, uses, retains, safeguards, discloses and disposes of personal information, and states Dodgeball Ontario's commitment to collecting, using and disclosing personal information responsibly. This policy is based on the standards required by PIPEDA, and Dodgeball Ontario's interpretation of these responsibilities.

2. Background

2.1. Our organization, Dodgeball Ontario, is the governing body for the sport of Dodgeball in Ontario, and pledges its effort to promote the sport in a safe and inclusive environment and is dedicated to quality performance and fair play opportunities for all.

3. Jurisdiction

3.1. These procedures are applicable to the business, activities or events organized by Dodgeball Ontario committees, its regions, members and participants.

4. Personal Information

4.1. Personal information is information about an identifiable individual. Personal information includes information that relates to their personal characteristics (e.g., gender, age, income, home address or phone number, ethnic background, family status), their health (e.g., health history, health conditions, health services received by them) or their activities and views (e.g., religion, politics, opinions expressed by an individual, an opinion or evaluation of an individual). Personal information, however, does not include business information (e.g., an individual's business address and telephone number) which is not protected by privacy legislation.

5. Accountability

5.1. The President of Dodgeball Ontario is the Privacy Officer and is responsible for the monitoring information collection and data security and ensuring compliance with the Privacy Policy as set out herein and has the authority to intervene on privacy issues that relate to any of Dodgeball Ontario's operations. The Privacy Officer also handles personal information access requests and complaints.

6. Consent

- 6.1. Consent is required to be obtained by lawful means from individuals at the time of collection, prior to the use or disclosure of the personal information. If the consent to the collection, use or disclosure was not obtained upon receipt of the information, consent will be obtained prior to the use or disclosure of that information. Dodgeball Ontario may collect personal information without consent where reasonable to do so and where permitted by law.
- 6.2. By providing personal information to Dodgeball Ontario, individuals are consenting to the use of the information for the purposes identified in this policy.
- 6.3. In determining the form of consent to use, Dodgeball Ontario will take into account the sensitivity of the information.
- 6.4. Dodgeball Ontario will not, as a condition of a product or service, require an individual to consent to the collection, use or disclosure of information beyond that required to fulfill the specified purpose.
- 6.5. An individual may withdraw consent to the collection, use or disclosure of personal information at any time, subject to legal or contractual restrictions, provided the individual gives one week's notice of such withdrawal to Dodgeball Ontario. The Privacy Officer will advise the individual of the implications of such withdrawal.

7. Limiting Collection

- 7.1. All personal information will be collected fairly, by lawful means and for the purposes as specified in this policy. Dodgeball Ontario will not use any form of deception to obtain personal information.

8. Limiting Use, Disclosure and Retention

- 8.1. Personal information will not be used or disclosed by Dodgeball Ontario for purposes other than those for which it was collected as described herein, except with the consent of the individual or as required by law.
- 8.2. Personal information collected by or on behalf of Dodgeball Ontario will be retained only as long as necessary to satisfy the purpose(s) for which it was collected.
- 8.3. Information disclosed to a third party with consent from the individual shall be protected by a third-party agreement to limit use and disclosure.
- 8.4. Personal information that is used to make a decision about an individual will be maintained for a minimum of one year of time to allow the individual access to the information after the decision has been made.
- 8.5. Dodgeball Ontario may disclose personal information to a government authority that has asserted its lawful authority to obtain the information or where Dodgeball Ontario has reasonable grounds to believe the information could be useful in the investigation of an

unlawful activity, or to comply with a subpoena or warrant or an order made by the court or otherwise as permitted by applicable law.

8.6. Documents will be destroyed by way of shredding and electronic files will be deleted in their entirety. When hardware is discarded, Dodgeball Ontario will ensure that the hard drive is physically destroyed.

9. Accuracy

9.1. Dodgeball Ontario will make efforts to keep the personal information collected as accurate, complete and up-to-date as is necessary, taking into account the purpose(s) for which the information is collected and the interests of the individual.

10. Safeguards

10.1. Personal information is protected by security safeguards appropriate to the sensitivity of the information against loss or theft, unauthorized access, disclosure, copying, use or modification.

10.2. Methods of protection and safeguards include, but are not limited to, restricted access to documents, security clearances, need-to-know access and technological measures including the use of passwords, encryption and firewalls

11. Openness

11.1. Dodgeball Ontario will publicize information about its policies and practices relating to the management of personal information. This information is available through this policy, on Dodgeball Ontario's website or upon request by contacting the Privacy Officer.

12. Individual Access

12.1. Upon request, and with assistance from Dodgeball Ontario, an individual may be informed of the existence, use and disclosure of his or her personal information and will be given access to that information. As well, an individual is entitled to be informed of the source of the personal information along with an account of third parties to whom the information has been disclosed.

12.2. Requested information will be disclosed to the individual within 30 days of receipt of the written request at no cost to the individual, or at nominal costs relating to photocopying expenses, unless there are reasonable grounds to extend the time limit.

12.3. Upon refusal, Dodgeball Ontario will inform the individual the reasons for the refusal and the associated provisions of PIPEDA.

13. Challenging Compliance

13.1. An individual may challenge Dodgeball Ontario's compliance with this policy and PIPEDA, by submitting a challenge in writing.

13.2. Upon receipt of a written complaint, Dodgeball Ontario will investigate and respond to all concerns about any aspect of the collection, use and disclosure of personal information,

in a timely manner. Where necessary, an individual will be advised of available avenues of complaint, including the Office of the Privacy Commissioner of Canada.

- 13.3. Dodgeball Ontario will take appropriate measures to correct any inaccurate personal information that is identified or to modify policies or procedures where necessary.

14. Cookies

- 14.1. Cookies are small text files that a Web browser transfers to and from your hard drive for record keeping purposes. Cookies make life easier for you by saving your passwords, purchases, and preferences while you're at our site. The use of cookies is an Internet standard, and you'll find cookies at most major Web sites.
- 14.2. The use of cookies is an industry standard and many major browsers are initially set up to accept them. You can reset your browser to either refuse to accept all cookies or to notify you when you have received a cookie. However, if you refuse to accept cookies, you may not be able to use some of the features available on websites.
- 14.3. Dodgeball Ontario does not use cookies to identify specific individuals.

15. Copyright and Legal Disclaimer

- 15.1. This website is a product of Dodgeball Ontario. The information on this website is provided as a resource to those interested in Dodgeball. Dodgeball Ontario disclaims any representation or warranty, express or implied, concerning the accuracy, completeness or fitness for a particular purpose of the information. Persons accessing this information assume full responsibility for the use of the information and understand and agree that Dodgeball Ontario is not responsible or liable for any claim, loss or damage arising from the use of this information. Reference to specific products, processes or services does not constitute or imply recommendation or endorsement by Dodgeball Ontario. Dodgeball Ontario also reserves the right to make changes at any time without notice.
- 15.2. Links made available through this website may allow you to leave the Dodgeball Ontario site. Please be aware that the internet sites available through these links are not under the control of Dodgeball Ontario. Therefore, Dodgeball Ontario does not make any representation to you about these sites or the materials available there. Dodgeball Ontario is providing these links only as a convenience to you, and in no way guarantees these links and the material available there. Dodgeball Ontario is not responsible for privacy practices employed by other companies or websites.

16. Applicable Law

- 16.1. This site is created and controlled by Dodgeball Ontario in the province of Ontario. As such, the laws of the province of Ontario will govern these disclaimers, terms and conditions, without giving effect to any principles of conflict of laws.

17. Approval and Review

17.1. This Policy was approved by the Board of Directors of Dodgeball Ontario in April 2020 and will be reviewed annually.