



**3.02** This Policy does not replace the University's obligations under *The Human Rights Code* or the AMA nor does it alter the University's obligations to employees with disabilities under any collective agreements.

## **4.0 Policy Elements**

### **4.01 Principles**

**4.01.01** The University's pursuit of an accessible and inclusive learning, living,



harms. However, privacy is not absolute, and exceptions to privacy may apply in limited and specific circumstances.

**4.04.02** In the context of University policies, such requirements include:

- a) collecting the least amount of PI reasonably necessary to accomplish Policy objectives;
- b) using and sharing the least amount of PI necessary to accomplish Policy objectives;
- c) providing PI to only those who “need to know” the information to accomplish Policy objectives;
- d) not using or sharing PI for other purposes without the consent of the affected individual(s), unless otherwise permitted under law; and
- e)