



ONTARIO BASKETBALL PRIVACY POLICY

Introduction

Ontario Basketball (OBA) is a not-for-profit amateur sport organization responsible for the administration of the sport of basketball in Ontario. In the course of providing our programs and services, OBA may collect Personal Information and we have prepared this policy to inform you about OBA's ongoing commitment that the Personal Information obtained during the course of our activities remains accurate and confidential.

What is Personal Information?

We consider "Personal Information" to mean any information, recorded in any form, about an identified individual or an individual whose identity may be inferred or determined from such information, other than business contact information (e.g. name, title, business address). This Policy does not cover aggregated data from which the identity of an individual cannot be determined. OBA retains the right to use aggregated data in any way that it determines appropriate.

Why OBA May Collect Personal Information

OBA may use the Personal Information provided verbally or in writing (including via electronic media) in order to:

- Administer competitions and all matters relating to the sport of basketball;
- Track participant information;
- Organize various seminars or meetings that provide development and networking opportunities;
- Manage our relationships, and communicate, with participants and member clubs;
- Meet legal and regulatory requirements; and
- Such other purposes consistent with these purposes.

The Personal Information we request will depend upon which services you may wish to obtain.

How OBA Collects and Uses Personal Information

OBA only collects, uses and discloses Personal Information for purposes that would be considered reasonable in the circumstances and only such information as is required for the purposes of providing services or information to participants and member clubs. We use only fair and lawful methods to collect Personal Information.

Our use of Personal Information is limited to the purposes described in this Policy and OBA does not otherwise sell, trade, barter, exchange or disclose for consideration any Personal Information it has obtained.

When OBA May Disclose Your Personal Information

OBA may disclose your Personal Information to:

- Governmental agency funders of Ontario Basketball;
- Print and electronic media in connection with awards and recognition programs; and
- Individuals or organizations who are our advisers or service providers.

In the event sensitive Personal Information is provided to OBA, we will not disclose such Personal Information unless it is required in order to provide a participant or partner organization with our services. Where OBA discloses Personal Information to organizations that perform services on its behalf, we will require those service providers to use such

information solely for the purposes of providing services to OBA, participants, partner organizations or the person concerned and to have appropriate safeguards for the protection of that Personal Information.

Where Personal Information may be subject to transfer to another organization in contemplation of a merger or reorganization of all or part of OBA, we will do this only if the parties have entered into an agreement under which the collection, use and disclosure of the information (including any Personal Information) is restricted to those purposes that relate to the transaction, including a determination of whether or not to proceed with the transaction, and is to be used by the parties to carry out and complete the transaction.

Please note that there are circumstances where the use and/or disclosure of Personal Information may be justified or permitted or where OBA is obliged to disclose information *without* consent. Such circumstances may include:

- Where required by law or by order or requirement of a court, administrative agency or governmental tribunal with jurisdiction over OBA;
- Where OBA believes, upon reasonable grounds, that such action is necessary to protect the rights, privacy, safety or property of an identifiable person or group;
- Where it is necessary to establish or collect monies owing to Ontario Basketball;
- Where it is necessary to permit OBA to pursue available remedies or limit any damages that we may sustain; or
- Where the information is already public.

Where obliged or permitted to disclose information without consent, Ontario Basketball will not disclose more information than is required.

Consent

By providing Personal Information to OBA you agree and consent that we may collect, use and disclose your Personal Information in accordance with this Policy. In addition, where appropriate, specific authorizations or consents may be obtained from time to time.

In most cases and subject to legal and contractual restrictions, you are free to refuse or withdraw your consent at any time upon reasonable, advance notice. It should be noted that in certain circumstances, certain services can only be offered if you provide Personal Information to OBA. Consequently, if you choose not to provide us with any required Personal Information, we may not be able to offer you the services requested.

The Accuracy and Retention of Personal Information

OBA endeavours to ensure that any Personal Information provided and in its possession is as accurate, current and complete as necessary for the purposes for which we use that information. If we become aware that Personal Information is inaccurate, incomplete or out of date, Ontario Basketball will revise the Personal Information.

We keep your Personal Information only as long as it is required for the reasons it was collected. The length of time we retain information varies, depending on the service and the nature of the information. This period may extend beyond the end of a person's relationship with us but it will be only for so long as it is necessary for us to have sufficient information to respond to any issues that may arise at a later date.

When your Personal Information is no longer required for OBA's purposes, we have procedures to destroy, delete, erase or convert it into an anonymous form.

Protection of Personal Information

OBA endeavours to maintain appropriate physical, procedural and technical security with respect to its offices and information storage facilities so as to prevent any loss, misuse, unauthorized access, disclosure, or modification of Personal Information. This also applies to our disposal or destruction of Personal Information.

OBA further protects Personal Information by restricting access to it to those employees and individuals that the management of OBA has determined need to know that information in order that OBA may provide our services or information.

If any employee of OBA misuses Personal Information, this will be considered as a serious offence for which disciplinary action may be taken, up to and including termination of employment. If any individual or organization misuses Personal Information – provided for the purpose of providing services to or for Ontario Basketball – this will be considered a serious issue for which action may be taken, up to and including, for example, termination of any agreement between OBA and that individual or organization.

Access to Your Personal Information

OBA permits the reasonable right of access and review of Personal Information held by us about an individual and will endeavour to provide the information in question within a reasonable time. To guard against fraudulent requests for access, we may require sufficient information to allow us to confirm that the person making the request is authorized to do so before granting access or making corrections.

OBA reserves the right to decline to provide access to Personal Information where the information requested:

- Would disclose Personal Information, including opinions, about another individual or about a deceased individual;
- Is subject to solicitor-client or litigation privilege;
- Is not readily retrievable and the burden or cost of providing would be disproportionate to the nature or value of the information;
- Does not exist, is not held, or cannot be found by Ontario Basketball;
- May harm or interfere with an investigative or regulatory function of a body authorized to perform such functions, including OBA; or
- May be withheld or is requested to be withheld in accordance with applicable law.

OBA will not charge any member for verifying or correcting your information. However, there may be a reasonable charge imposed if you need a copy of records.

Resolving Your Privacy Concerns

In the event of questions about: (i) access to your Personal Information; (ii) our collection, use, management or disclosure of Personal Information; or (iii) this Policy; please contact Ontario Basketball's Executive Director via email.