

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)