

2019

ANNUAL REPORT

Office of the Information
and Privacy Commissioner
of Ontario

Looking Back, Moving Forward



Information and Privacy
Commissioner of Ontario

Commissaire à l'information et à la
protection de la vie privée de l'Ontario



May 28, 2020

The Honourable Ted Arnott

Speaker of the Legislative Assembly of Ontario

Dear Speaker,

I have the honour to present the 2019 Annual Report for the Information and Privacy Commissioner of Ontario to the Legislative Assembly of Ontario. The enclosed report covers the period from January 1 to December 31, 2019.

A full report, along with statistics and supporting documents can be found online at www.ipc.on.ca/about-us/annual-reports/.

Sincerely yours,

A handwritten signature in dark ink, appearing to read 'B. Beamish'. The signature is fluid and cursive.

Brian Beamish
Commissioner



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COMMISSIONER'S MESSAGE

LOOKING BACK, MOVING FORWARD

In introducing my final annual report as Ontario's Information and Privacy Commissioner, I want to take a moment to reflect on the vital importance of access and privacy rights.

Access to information is a pillar of democracy, upholding the public's right to know how decisions are made and public money is spent. This accountability is critical to promoting trust in public institutions and improving services for citizens.

Maintaining this trust is very much a two-way street. Public institutions can earn the confidence of the public by being open and transparent in their actions and by protecting the sensitive personal information in their care.

Today, personal data is collected, analyzed, and shared in ways that seemed unimaginable before. Now, more than ever, it is critical that public institutions handle the personal information of Ontarians respectfully and responsibly, honouring the public's trust.

FOCUSING ON ONTARIO

When I began my term five years ago, one of my key priorities was community outreach and engagement to raise awareness of access and privacy rights and the role of our office. Since then, I have criss-crossed the province from Windsor to Sault Ste. Marie to Ottawa, hosting Reaching Out to Ontario public information events, giving presentations, and meeting with public sector partners and residents.

It's a big province and we've been able to extend our reach through our popular webinar series. These online sessions are an opportunity to respond to questions in real-time and provide in-depth information on specialized topics that matter to public institutions, health care providers, and child and family service providers.

Over the past five years, we've made meaningful progress in our engagement efforts and the ongoing conversation we've started has been both valuable and inspiring. It informs the day-to-day work of our office and the guidance we provide to institutions and the public to help them understand their rights and obligations under provincial access and privacy laws. To this end, we've authored more than 80 publications since 2015, providing practical advice that is tailored to Ontario's regulatory landscape. Our guidelines use plain language, supporting increased understanding and broader adoption.

In addition to our catalogue of guidance materials, our office issues decisions and orders that act as a roadmap of sorts, providing direction in the form of legal precedents and recommendations. Early in my mandate, we expanded the range of decisions under the *Personal Health Information Protection Act* that were posted on our website. Since then, we've published more than 100 *PHIPA* decisions, providing additional guidance and direction on the finer points of Ontario's health privacy law.

STRENGTHENING TRIBUNAL SERVICES

Investigating privacy complaints and reviewing cases where access to information is denied are at the very core of the IPC's mandate. Our capable tribunal services team leads these activities, which include the early resolution, mediation, investigation, and adjudication of access appeals and privacy complaints.

Over the past few years, the volume of complaints has remained steady while the number of appeals has increased, with the majority resolved at an early stage, thanks to the efforts of our tribunal team. Both appeals and complaints can be expected to increase in the coming years, with the IPC's expanded oversight of Ontario's child and family services sector. We've brought on additional staff, provided additional training, and put new file management systems in place to prepare for these increased demands. I have full confidence in the ability of our intake team, mediators, and adjudicators to rise to the challenge.

The investigation of privacy breaches is another area where tribunal staff shine, reviewing the circumstances of breaches, how institutions respond, and making recommendations to strengthen the security of personal information. In the last few years, we've seen high-profile incidents at the Rouge Valley Health System, Casino Rama, and LifeLabs, just to name a few. Time and again our investigators have triumphed under pressure, getting to the bottom of highly technical and complex privacy breaches and recommending concrete steps to prevent similar incidents from happening in the future.

UPHOLDING ACCESS AND PRIVACY RIGHTS

Throughout my tenure as commissioner, I have advocated for increased openness and transparency, encouraging governments to share more, not less, with citizens. My office has backed up this commitment with advice and guidance materials to help institutions embrace a more open approach to government information. We've also challenged those who would like to pull the shades down on government activities, issuing key decisions and orders aimed at bringing the details of public spending and decision-making to light.

An example is the IPC's groundbreaking order requiring the Ministry of Health and Long-Term Care to disclose the names of the Ontario Health Insurance Plan's top billing doctors. We concluded that while physicians themselves are not public servants, the payments they receive from OHIP are for services to the public that are paid for by taxpayers. The order was contested twice in Ontario courts and both times the IPC's decision was upheld. This summer, following the dismissal of an application to the Supreme Court of Canada, the names and numbers were finally released, making front page news.

This year, I ordered the release of mandate letters issued by the Premier to all Ontario government ministers. Initially, access was denied on the premise they were cabinet documents and automatically exempt from disclosure. While the letters laid out the government's key policy priorities, in my view they did not reveal details of any government deliberations, meetings or discussions. Unless government records are exempt, they should be disclosed to the public. Ontarians have a right to know what their government's priorities are and where their tax dollars are going. As of the release of this report, the government is challenging my order in court.

Our office is always on the lookout for barriers preventing public access to government information. This year, at the request of Amnesty International, we examined how the Ministry of the Solicitor General handled a series of access requests and appeals. The investigation provided an opportunity for the IPC to take a

closer look at the ways an institution was managing a high volume of freedom of information requests and provide specific recommendations other institutions can benefit from.

Continued advancements in information technologies have made possible the collection, use, and disclosure of personal information in new ways. And while the technology continues to change, the bedrock principles of our work remain the same — people have the right to expect government to manage their personal information respectfully, within the limits of the law, and to protect it from unnecessary exposure.

To this end, the IPC urged the government to put enterprise-wide policies and processes in place to safeguard the personal information of Ontarians used in data projects. Based on our recommendations for a unified privacy-protective approach to data integration, the government introduced a series of legislative amendments in 2019.

During my tenure, the IPC was recognized by the International Conference of Data Protection and Privacy Commissioners for our efforts to demystify de-identification with guidelines for institutions. To have the efforts of the IPC recognized internationally was a highlight of my time as commissioner.

Another high point was the IPC's work in the development of a made-in-Ontario model for the review of sexual violence cases. The model uses a privacy-protective, collaborative approach, bringing in community advocates and outside experts to take a second look at cases that were reported to police and then closed without charge. This year, the model was endorsed by the Ontario and Canadian associations of chiefs of police for use by police services across the country.

SIGNING OFF

As I begin my next chapter, I want to express my gratitude to colleagues, past and present. Together, we've built a world-class organization guided by fairness and integrity. Your professionalism has made my time at the IPC a rewarding experience. Recently, you were tested in new and unexpected ways during the COVID-19 crisis. But you pulled together, keeping operations running while our doors were closed. This level of commitment, even in the most difficult of circumstances, is what truly sets the employees of the IPC apart. It has been an honour to work with you towards our shared goal — protecting and promoting the access and privacy rights of Ontarians.

A handwritten signature in black ink, appearing to read "B. Beamish". The signature is fluid and cursive, with a large initial "B" and a stylized "Beamish".

Brian Beamish
Commissioner

COMMISSIONER'S RECOMMENDATIONS

MODERNIZE ONTARIO'S ACCESS AND PRIVACY LAWS

Modernization of the province's access and privacy laws is long overdue. Ontario's *Freedom of Information and Protection of Privacy Act* and its municipal counterpart were enacted three decades ago and have not kept pace with the current societal and technological reality.

Today people have very different expectations for how public institutions will use, share, and protect their personal information than they did 30 years ago. The digital technology available for use by institutions and individuals is also dramatically different. The recent focus on smart city projects has further emphasized just how ill-equipped the province's current regulatory framework is to tackle issues of data governance and the protection of privacy rights.

Our province has fallen behind other Canadian jurisdictions in taking action on this issue and we need to catch up. Ontario needs to strengthen its access and privacy laws to meet the demands of modern society and ensure the access and privacy rights of Ontarians align with other provinces.

As part of this work, I urge the government to develop made-in-Ontario private sector privacy legislation. A private sector privacy law tailored to our regulatory environment would help to ensure consistency between public and private sector laws. In addition to reducing regulatory uncertainty, a simplified oversight regime has the potential to support increased efficiency, particularly in the context of smart city projects or other public-private sector partnerships.

EXPAND OPEN GOVERNMENT

Throughout my time as commissioner, the IPC has made it a priority to support open government initiatives, encouraging all levels of government to disclose information in their control. We see freedom of information as part of a much larger push for transparency and accountability for government activities.

While the provincial government and many municipalities currently have open data programs in place, the time has come to push the boundaries on what is currently available to the public. We support open data and efforts to release facts and statistics to the public free of charge. This raw data is invaluable for providing an overview of various activities, but provides little, if any, context around decision-making processes.

We need to move beyond the data to the proactive release of more complete information about government programs, services and operations. This is the level of detail found in memos, policy papers, and other planning documents. Sharing these will require that organizations review their current policy and legal requirements for proactive disclosure and support the release of certain broad classes of information on a routine basis.

Government organizations can also take steps to proactively disclose records released through access requests or general records that do not include personal information. There is no reason why these records should not be available to all Ontarians. By publishing summaries of completed requests or copies of

redacted decision letters, public organizations can reduce the time, cost, and effort associated with access requests for both themselves and requesters.

A similar approach can be applied to government procurement records. Rather than waiting for requests to come in, institutions can proactively make these records publicly available. In some cases, there may be legitimate reasons not to publish some information contained in these records. This should not put the brakes on pursuing a more open procurement process. With proper planning, these obstacles can be overcome in ways that do not come at the cost of transparency.

REPORT OPP STATISTICS

The need for separate statistical reporting for the Ontario Provincial Police came to our attention following a request by Amnesty International to investigate the response of the Ministry of the Solicitor General (formerly the Ministry of Community Safety and Correctional Services) to a series of access requests and appeals.

Amnesty's focus was specifically on compliance rates for access requests related to OPP records. These numbers were included as part of the compliance statistics for the entire ministry, making them difficult to track.

Following our investigation of Amnesty's concerns, we came to a similar conclusion. Every year, police services from across the province report their compliance statistics to the IPC. By publishing these in our annual report, the public can gauge the responsiveness of different police services to requests for information under Ontario's access laws. These statistics are also a useful way to observe trends from year to year.

The absence of distinct compliance statistics related specifically to requests for OPP records creates a significant gap in the public's understanding of how well police respond to requests for information. To remedy this situation, OPP statistics should be reported separately from the rest of the ministry.

ENACT PRIVACY RULES FOR POLITICAL PARTIES

Once again, I am calling on the government to amend Ontario's privacy laws to include oversight of political parties. I am not alone in my concerns and I've joined with my fellow commissioners to sound the alarm on this issue at the national level.

The safety of sensitive personal information held by political parties is a very real threat to individual privacy rights. As recent history has taught us, political parties are able to collect, share, and analyze voter data like never before, without us even knowing it.

The current lack of oversight means that voters in Ontario do not have the legal right to know if their information has been collected or who it has been shared with. Aside from the obvious ethical problems, there are other dangers as well. This unchecked pool of personal information is ripe for the picking by hackers and cyberattackers, with few options for anyone whose sensitive personal information is exposed in a privacy breach.

The privacy, ethical, and security risks associated with how political parties collect and use personal information are too great. They can't continue to operate outside the law. Political parties must be held accountable for how they collect, use, and disclose our personal information. It's time for the government to stand up for privacy rights and amend Ontario's access and privacy laws.

IPC BY THE NUMBERS

125	staff
1,421	access appeals received
372	appeals resolved at intake
639	appeals resolved at mediation
331	appeals resolved at adjudication
348	public sector privacy complaints received
339	public sector privacy complaints resolved at intake
9	public sector privacy investigations
1,038	health privacy complaints received
898	health privacy complaints resolved at intake
86	health privacy complaints investigated
24	health privacy decisions issued
23	guidance documents issued
1.440	webinar views
45	consultations and engagements
29	legal presentations
1	court hearing
5	judicial reviews closed or heard
74	written media statements
16	media interviews
419	media mentions

TRIBUNAL SUCCESS STORIES

INTAKE RESOLUTIONS

The IPC received complaints about a municipality's switch from paper ballots to internet and telephone voting in the 2018 municipal election. The complainants believed it was a breach of their privacy for the municipality to share their personal information, without consent, with a third party hired to run the internet voting process. The complainants wished to be offered an alternative voting method. The IPC's analyst determined that the municipality was authorized to disclose the information without consent because it was necessary to facilitate a municipal election, and the third party needed the information to perform its functions. The contract between the municipality and the third party contained provisions addressing the security and privacy of personal information, and the municipality committed to following the IPC's guidance on additional measures in the future.

A doctor, whose clinic was attached to a pharmacy, abandoned his practice. While trying to locate the doctor, the IPC analyst negotiated with the pharmacy to keep 132 boxes of patient records secure until alternate storage arrangements were made. After learning that the doctor had died, the analyst investigated long-term options and arranged for a storage company to hold and administer the records, allowing the doctor's former patients to regain access to their files.

A Ministry of Children, Community and Social Services employee accidentally attached a spreadsheet, identifying more than 43,000 clients of the Ontario Disability Support Program, in an email to more than 100 clients. The personal information included the name, client ID number, and email address of each individual. The IPC worked with the ministry to ensure that it took

reasonable steps to notify those affected, contain the breach and prevent a future occurrence. The ministry strengthened password and encryption requirements, developed a comprehensive privacy training plan, and implemented a portal for staff to communicate securely with clients.

MEDIATION RESOLUTIONS

A media outlet was denied access to records about violence in Ontario's schools by ten school boards. The mediator worked with the parties to reduce and clarify the scope of the request, facilitate collaboration among the parties, and explain to the school boards the best practices for disclosing data in a way that protects individual privacy. Seven of the ten cases were resolved, and the remaining will close once the requester receives additional information promised by the boards. The requester confirmed they were satisfied with the results of mediation and would not be pursuing any of these appeals.

A requester asked a police service for a large volume of records. The police denied the request, claiming it was frivolous and vexatious. Through mediation, the requester narrowed the issues to specific items within a particular time frame. The police agreed to drop the frivolous and vexatious claim and proceed with issuing a decision to the requester, based on the narrowed issues.

A police service received a request for details about 911 calls made on particular dates. The police advised they could not provide access because searching through multiple audio files would cause an undue burden on them. Through mediation, the requester agreed to revise her request to allow for a search through the database of emergency event logs, instead of the audio files. Following further mediation of the fees and clarification of the request, the police processed the request and issued a final decision, providing full access.

ACCESS TO INFORMATION ORDERS OF NOTE

MO-3951: Ministry of Labour – records of the ministry’s investigation into workplace death of the requester’s son can be disclosed for compassionate reasons.

PO-3943: York University review of criminology program is covered by access legislation, even though it contains some teaching materials.

PO-3973: Cabinet Office – the Government of Ontario cannot rely on cabinet confidentiality to withhold access to Premier’s mandate letters to ministers (currently under judicial review).

MO-3827: IPC upholds TTC decision that disclosure of documents showing reasons behind delay in delivering streetcars is justified in the public interest, despite impact on manufacturer.

PUBLIC SECTOR AND HEALTH SECTOR PRIVACY COMPLAINTS OF NOTE

PHIPA Decision 102

Investigation into privacy breaches involving a shared electronic medical information system uncovers concerns with training, auditing practices, notification practices, and contractual agreements, which were resolved to the IPC’s satisfaction.

PHIPA Decision 98

Investigation of the Toronto Cosmetic Surgery Institute’s use of surveillance cameras finds that extensive use of cameras throughout its clinic was not justified.

PHIPA Decision 96

A father without custody rights does not have the right to act on behalf of children to obtain children’s health records. However, a health provider may have discretion to disclose

information to the father under a court order or another law.

PHIPA Decision 82

Health privacy law does not prohibit a hospital from referring to facts in a published decision of a tribunal regulating health professionals.

Privacy Complaint Report PR16-40

Investigation into a cyberattack on the electronic systems of the company operating Casino Rama on behalf of Ontario Lottery and Gaming Corporation. IPC finds security of electronic records containing personal information and contractual and oversight measures inadequate, and recommends improvements.

OUTREACH HIGHLIGHTS

- IPC Privacy Day, Smart Cities Symposium, January 24, 2019
- Central Local Health Integration Network, Providing Electronic Services to Health Information Custodians, January 31, 2019
- Multi-agency Early Risk Intervention Tables, Privacy Standards and Best Practices for Situation Tables, February 5, 2019
- Osgoode Professional Development, Understanding Privacy and Access to Information Obligations in the Education Setting, February 21, 2019
- Ontario Bar Association, Tackling Privacy Breaches for Health Care Providers, April 3, 2019
- Osgoode Legal Guide, An Update on *PHIPA* from the IPC, April 9, 2019
- University of Ontario Institute of Technology, Technology and Privacy Forum, May 2, 2019
- Ontario Association of School Business Officials, A Guide to Privacy and Access to Information in Ontario Schools, May 10, 2019

- International Association of Privacy Professionals Canada Privacy Symposium, Smart Cities, May 24, 2019
- Ontario Bar Association, Public and Private Elder Law Considerations, May 27, 2019
- Ontario Connections, Guide to Privacy and Access to Information in Ontario Schools, May 28, 2019
- Reaching Out to Ontario, Waterloo, May 31, 2019
- Access, Privacy and the *Child, Youth and Family Services Act*, webinar June 6, 2019
- Ontario Association of Residences Treating Youth, Access and Privacy Under Part X of the *Child, Youth and Family Services Act*, June 13, 2019
- St. Lawrence College of Applied Arts and Technology, Consent, Personal Health Information and the Circle of Care, June 26, 2019
- YouthCAN (Communication, Advocacy and Networking) annual conference, August 17, 2019
- DataSHARE, Introduction to Data Sharing Rules, September 12, 2019
- Saskatchewan Connections, Access, Privacy, Security, IM & Personal Health Information, September 26, 2019
- Ontario Bar Association, Access Information from Public Institutions, October 2, 2019
- Ontario Health IT Conference (HIMSS), Privacy Leaders Panel, October 3, 2019
- Internet of Things Summit: Smart Cities, Building in Privacy and Ensuring Public Trust, October 8, 2019
- Reaching Out to Ontario, Sudbury, October 11, 2019
- Ontario Northern Connections, Frequently Asked Access and Privacy Questions, October 30, 2019
- Better Outcomes & Registry Network, Privacy with Your Wearable Devices and Your Friends: Alexa, Siri, and Google, November 7, 2019
- *Child, Youth and Family Services Act* information session, November 8, 2019
- Canada Health Infoway, Privacy Forum, November 13-14, 2019
- Association of Municipal Clerks and Treasurers of Ontario, Reflections on the Past Five Years, November 15, 2019
- INFONEX, Regulators' Expectations for Responding to Privacy Breaches, November 19, 2019
- Indigenous Child and Family Well-Being Conference, The New Role of the IPC under Part X of the *Child, Youth and Family Services Act*, November 21, 2019
- Access Requests and the *Child, Youth and Family Services Act*, webinar November 28, 2019
- 2019 *PHIPA* Connections Summit, December 3-4, 2019
- Wellington-Dufferin-Guelph Public Health, Consent and the Circle of Care, December 9, 2019
- Three-year review of prescribed persons and prescribed entities under *PHIPA*, starting November 1, 2019

CONSULTATIONS AND ENGAGEMENT

Association of Native Child and Family Services Agencies of Ontario

- Ongoing engagement regarding implementation of Part X of the *Child, Youth and Family Services Act*

College of Physicians and Surgeons of Ontario

- Medical records policy
- Confidentiality of personal health information policy
- Disclosure of harm policy
- Prescribing drugs policy

City of Guelph/County of Wellington and Region of Waterloo

- Smart Cities Challenge submissions

City of Toronto

- Automated Speed Enforcement
- Intergovernmental data governance working group

County of Peterborough

- Privacy policy

Human Services & Justice Coordinating Committee

- Improving Police-Hospital Transitions: A Framework for Ontario and Tools for Developing Police-Hospital Transition Protocols in Ontario

Hypercare

- App development

Institute for Clinical Evaluation Sciences

- Patient contact studies

- Virtual networks and Ontario Health Teams

Ministry of the Attorney General

- Amendments to the *Juries Act*
- *Civil Remedies Act, 2001*
- Victim Quick Response Program +

Ministry of Children, Community and Social Services

- Implementation of Part X of the *Child, Youth and Family Services Act*

Ministry of Finance

- *Pension Benefits Act*

Ministry of Government and Consumer Services

- Data integration amendments to *Freedom of Information and Protection of Privacy Act* and related data standards
- Disclosure of information to the National Centre for Truth and Reconciliation
- *Freedom of Information and Protection of Privacy Act* and *Municipal Freedom of Information and Protection of Privacy Act*
- Ontario's Data Strategy (now called Ontario's Digital and Data Action Plan)

Ministry of Health

- Consent directives for the electronic health record
- Part V.1 of *PHIPA*
- Health data integration
- The *Connecting Care Act, 2019* under Bill 74, the *People's Health Care Act, 2019*
- Amendments to *PHIPA*, as proposed in Bill 138, *Plan to Build Ontario Together Act, 2019*
- Proposed amendments to O. Reg. 329/04 under *PHIPA*
- *PHIPA* modernization

Ministry of Labour (now called Ministry of Labour, Training and Skills Development)

- Grievance Arbitration Awards Portal

Ministry of the Solicitor General (formerly Ministry of Community Safety and Correctional Services)

- Designation as a health information custodian
- Indirect Collection of use of force information under the *Anti-Racism Act, 2017*
- Medical records of inmates
- *Missing Persons Act, 2018*, regulations
- *Provincial Animal Welfare Services Act, 2019*
- Risk-driven Tracking Database

Ministry of Training, Colleges and Universities (now Ministry of Colleges and Universities)

- *Modernizing the Skilled Trades and Apprenticeship Act, 2019* (now the responsibility of the Ministry of Labour, Training and Skills Development)

Office of the Chief Coroner

- Child and Youth Death Review and Analysis Project
- Opioid-Related Mortality Data Sharing Initiative

Ontario Association of Children's Aid Societies

- Implementation of Part X of the *Child, Youth and Family Services Act*

Ontario Association of Residences Treating Youth

- Implementation of Part X of the *Child, Youth and Family Services Act*

Ontario Residential Care Association

- Implementation of Part X of the *Child, Youth and Family Services Act*

Open City Network

- Roundtable — achieving privacy and progress

Peel Regional Police and York Regional Police

- Facial recognition technology

Toronto Police Service

- Race-based data collection

Toronto Transit Commission

- Body worn camera and in-car camera systems (Transit Enforcement Unit)
- Field information cards

Unity Health Toronto

- Rescu Epistry database

Waterfront Toronto

- Sidewalk Labs' Quayside proposal

SUBMISSIONS TO GOVERNMENT

Comments of the Information and Privacy Commissioner of Ontario on Bill 138

IPC's letter to Minister Lisa M. Thompson regarding the Government of Ontario's Better, Smarter Government Discussion Paper

IPC letter to Minister Lisa M. Thompson regarding the Government of Ontario's Creating Economic Benefits Discussion Paper

IPC letter to Minister Lisa M. Thompson regarding Government of Ontario's "Promoting Trust and Confidence in Ontario's Data Economy" discussion paper

Comments of the Information and Privacy Commissioner of Ontario on Bill 74

GUIDANCE MATERIALS

PHIPA Breaches Workbook and Completion Guide (updated)

Providing Access to Personal Information under the *Child, Youth and Family Services Act*: A Guide for Service Providers

Know Your Rights: Your File and Your Rights Under Ontario's Child and Family Services Law

Guidelines for Submitting Annual Statistics to the IPC

Reporting a Privacy Breach to the Information and Privacy Commissioner: Guidelines for Service Providers

It's About You: Your File and Your Rights Under Ontario's Child and Family Services Law (brochure)

It's About You: Your File and Your Rights Under Ontario's Child and Family Services Law (poster)

Coroners Act Addendum to the Manual for the Review and Approval of Prescribed Persons and Prescribed Entities

Practice Direction #9 — Constitutional Questions

Police Record Checks

Release of Personal information to Police: Your Privacy Rights

Protect Against Phishing

Part X of the *Child, Youth and Family Services Act*: A Guide to Access and Privacy for Service Providers

Accessing Your Deceased Relative's Personal Information

Succession Planning to Help Prevent Abandoned Records

Avoiding Abandoned Health Records: Guidance for Health Information Custodians Changing Practice

Dispelling Some Myths about the *Personal Health Information Protection Act*

Privacy and Access to Information in Ontario Schools: A Guide for Educators (Fact Sheet)

Privacy in the School

Protecting Your Students' Privacy Online

Your Child's Privacy in School

A Guide to Privacy and Access in Ontario Schools

Canadian Framework for Collaborative Police Response on Sexual Violence (Partners: Canadian and Ontario Associations of Chiefs of Police; Sunny Marriner, Violence Against Women Advocate Case Review Project Lead)

FINANCIAL STATEMENT

	2019-2020 ESTIMATES	2018-2019 ESTIMATES	2018-2019 ACTUAL
	\$	\$	\$
SALARIES AND WAGES	13,404,400	13,404,400	13,107,521
EMPLOYEE BENEFITS	3,217,000	3,217,000	2,771,051
TRANSPORTATION AND COMMUNICATIONS	286,700	286,700	162,984
SERVICES	2,475,900	2,475,900	2,874,756
SUPPLIES AND EQUIPMENT	322,000	322,000	321,973
TOTAL	19,706,000	19,706,000	19,238,283

Note: The IPC's fiscal year begins April 1 and ends March 31.

The financial statement of the IPC is audited on an annual basis by the Office of the Auditor General of Ontario.

2019 APPEALS FEES DEPOSIT

(CALENDAR YEAR)

GENERAL INFORMATION	PERSONAL INFORMATION	TOTAL
\$17,682	\$3,208	\$20,890

2019

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and Privacy Commissioner
of Ontario**

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Commissioner of Ontario

Commissaire à l'information et à la
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