

4615 Employee Records

Policy 4615

STATUS: **FOR REVIEW**

EMPLOYEE RECORDS - FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Adopted and Codified: June 28, 1995

Last Revised: June 19, 2012

Description:

In accordance with the Freedom of Information and Protection of Privacy Act, the Board of Education will ensure the confidentiality of personal information of its employees. Personal information may only be obtained as authorized by the Act and used for the specific purpose for which it is gathered. An employee shall have access to all personal information which the District holds about themselves.

EMPLOYEE RECORDS - FREEDOM OF INFORMATION AND PROTECTION OF PRIVACY ACT

Adopted and Codified: June 28, 1995

Last Revised: June 19, 2013

Description:

Guidelines

1. The employee record consists of all personal information collected or maintained by the District pertaining to the employee. The employee file shall be maintained by the Human Resource Department, but employee records may exist in other locations.
2. Access to an employee's personal information can be gained during normal business hours upon appointment with the Human Resource Department. An employee's personal information is available to:
 - i) the employee, in the presence of the Director of Human Resources or designate;
 - ii) other parties, such as legal counsel of the employee with the specific written consent of the employee;
3. Confidentiality must be protected by each employee who is authorized to have access to the personal information of other employees

Removal or Correction of Employee Record Entries

1. The Freedom of Information and Protection of Privacy Act gives employees the right to request that personal information on file be removed or corrected. This procedure is not intended to be in conflict with, or supersede, an employee's rights outlined in a collective agreement.

Under the Freedom of Information and Protection of Privacy Act:

1. Employees may request the District to correct or remove entries in their personal records. Such a request must be made in writing, either on forms provided or in a letter.
2. The Human Resources Department, upon receiving such a request, will make a recommendation to the Chief Privacy Officer, who may consult with the Superintendent/CEO or designate before making a decision.
3. If the District denies the request, the applicant shall be informed of the right to appeal to the Office of the Information and Privacy Commissioner.

Retention of Employee Records.

1. Employee records shall be maintained for the periods outlined in Board Policy and Regulation 4660.