



Canadian
human rights
commission

Commission
canadienne des
droits de la personne

CANADIAN HUMAN RIGHTS COMMISSION

ANNUAL REPORT

PRIVACY ACT

April 1, 2014 to March 31, 2015

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1. INTRODUCTION

This is the 31st Annual Report to Parliament submitted by the Canadian Human Rights Commission (the Commission) pursuant to subsection 72(1) of the *Privacy Act* (PA).

The purpose of the PA is to protect the privacy of individuals with respect to personal information about themselves held by a government institution and to provide individuals with a right of access to that information.

The Commission's founding legislation inspires a vision for Canada in which "all individuals should have an opportunity equal with other individuals to make for themselves the lives that they are able and wish to have," free from discrimination.

The Commission promotes the core principle of equal opportunity and works to prevent and remedy discrimination in Canada by:

- promoting the development of human rights cultures;
- understanding human rights through research and policy development;
- protecting human rights through effective case and complaint management; and
- representing the public interest to advance human rights for all Canadians.

The Commission leads the administration of the *Canadian Human Rights Act* (CHRA) and ensures compliance with the *Employment Equity Act* (EEA.) The CHRA prohibits discrimination on the grounds of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for which a pardon has been granted. It provides a fair, accessible and effective complaints resolution mechanism whereby Canadians can raise allegations of discrimination. The EEA promotes equality in the workplace for four designated groups: women, Aboriginal people, persons with disabilities, and members of visible minorities.

The Commission develops and disseminates regulations, policies and knowledge; initiatives to prevent discrimination; and dispute resolution services to help address inquiries and complaints. It works with employers, service providers, individuals, unions, governmental and non-governmental organizations, and provincial/territorial and international human rights bodies to foster understanding and a commitment to achieving a society that respects human rights in everyday practice.

The Commission is responsible for developing and implementing information programs to foster public understanding of the CHRA and of the role and activities of the Commission. The Commission also undertakes and sponsors research programs related to its duties and functions under the CHRA. The Commission receives and processes human rights complaints. Throughout this process, the Commission encourages settlements by providing opportunities for dialogue and mediation. Under the EEA, the Commission audits federally regulated employers to ensure that they are providing equal opportunities for employment.

2. ORGANIZATION OF ACTIVITIES

The Access to Information and Privacy Office (ATIP) is comprised of an Analyst and an ATIP Coordinator.

The ATIP Office is responsible for providing quality service to the public and to Commission staff.

The ATIP Office begins the process by coordinating records retrieval. When a request comes in, the ATIP Office starts by sending it to the appropriate Departmental Head, also referred to as the Office of Primary Interest (OPI). The OPI will then pass the request to his/her staff to see if they have relevant documents. Should the request not be clear, the OPI will then notify the ATIP Office to get clarification. Once the employees have gathered the records, they forward the information to their managers who in turn may make recommendations to the OPI and to the ATIP Office.

The ATIP Office then continues the process of triaging/scanning/indexing records, reviews all records, consults/liases/negotiates with other government departments or third parties, provides an in-depth analysis, and, prepares the final release package which is subsequently sent to the Executive Director for final approval and signature. The approved release package is then returned to the ATIP Office to prepare the package for mailing.

The ATIP Office also deals with complaints from the Office of the Privacy Commissioner. Additionally, the ATIP Office provides formal ATIP training to all staff; compiles statistics; and prepares reports (Info Source, *Privacy Act* (PA) Annual Report).

3. SIGNED DELEGATION ORDER

The Delegation Order sets out the powers, duties and functions for the administration of the PA that has been delegated by the head of the institution, the Chief Commissioner.

Attached is the Signed Delegation Order - Appendix A.

4. STATISTICAL REPORT

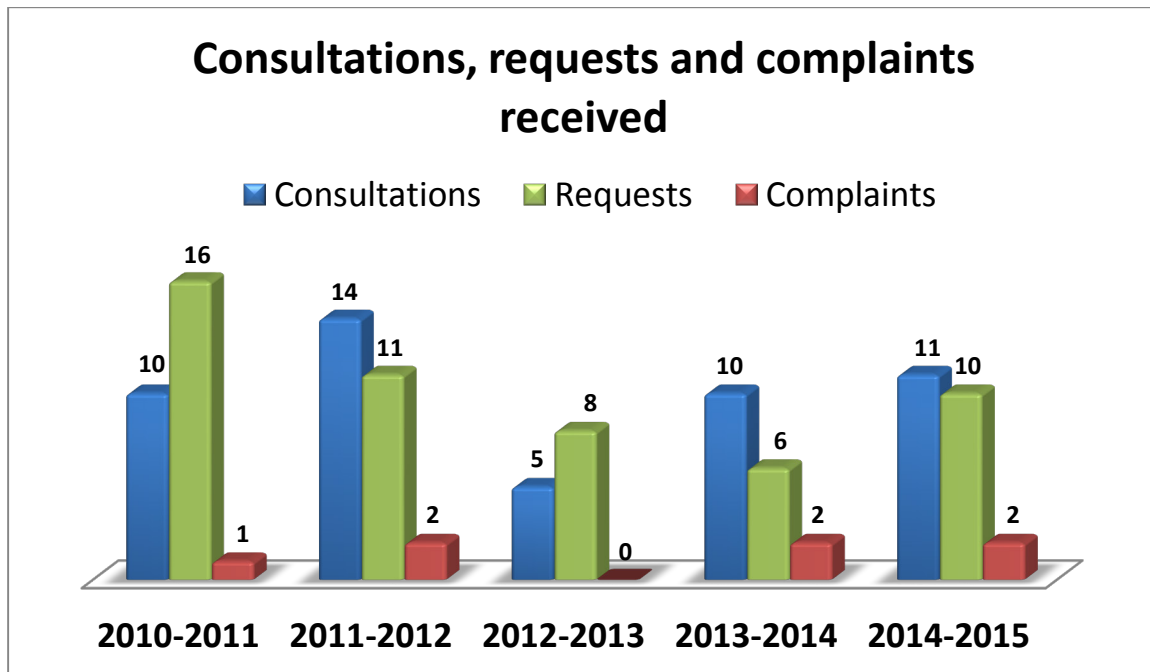
During the period under review, April 1, 2014 to March 31, 2015, the Commission received 10 new requests. Of the 10 requests, 7 were completed during the fiscal year and 3 carried forward to next year. There is no trend to report since most requests came from people that have filed complaints at the Commission because they were allegedly discriminated against based on one or more of the prohibited grounds of the CHRA:

- race
- national or ethnic origin
- colour
- religion
- age
- sex
- sexual orientation
- marital status
- family status
- disability
- a conviction for which a pardon has been granted or a record suspended

and they are seeking access to their files. For the 7 requests completed, a total of 2,048 pages were reviewed.

Of the 7 completed requests:

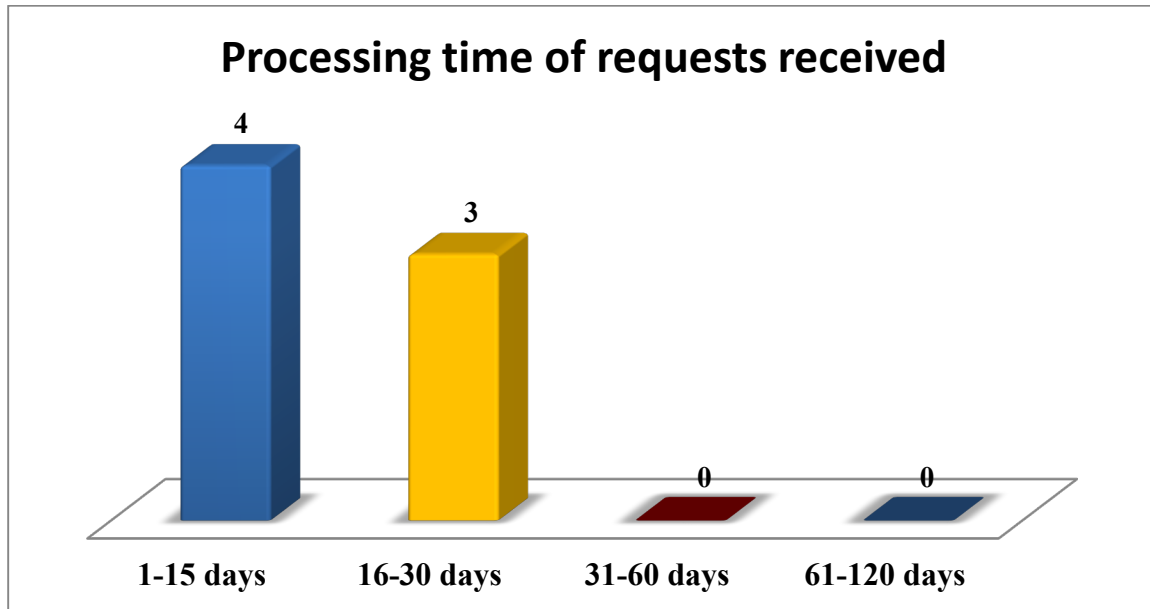
- 4 completed requests were fully disclosed;
- 2 completed requests were partially disclosed; and finally,
- 1 found had no records.



The Commission also processed and completed 11 consultation requests from other institutions for review of records originating from the Commission. No informal requests were received for 2014-2015.

The completion times for 7 privacy requests were as follows:

- 4 requests took 1 to 15 days; and, finally
- 3 requests took 16 to 30 days.



The Commission is committed to completing requests in a timely fashion. The reasons for the delay in processing some of the requests this year were as follows:

- Consultations were required with third parties and/or other government departments;

For some requests, more than one exemption was invoked.

Section of the PA	Number of requests
<p><u>Section 26</u></p> <p>Information about another individual: where the head of a government institution may refuse to disclose any personal information requested under subsection 12(1) about an individual other than the individual who made the request, and shall refuse to disclose such information where the disclosure is prohibited under section 8.</p>	2

Attached is a statistical report on the PA (Appendix B attached).

****NOTE: Legal Advice Sought**

Legal advice was requested and provided but not tracked. We have now begun tracking the number of files in which advice is sought and provided.

5. EDUCATION AND TRAINING ACTIVITIES

The ATIP Office continues to provide information and advice to Commission employees on the PA.

They also did not provide awareness sessions in 2014-2015.

Employees wanting more training for their personal and professional development are also referred to the Treasury Board Secretariat (TBS) training calendar and to the University of Alberta's ATIP program.

For 2015-2016, the ATIP Office is hoping to develop an online training program.

6. INSTITUTIONAL POLICIES AND PROCEDURES

The functioning of the ATIP Office is governed by TBS' Policies.

There is an on-going review and business re-engineering of the Commission's practices with regards to the access to information requests. This review serves to improve our policies and practices. To make the ATIP functions operate more smoothly, we continue to develop new procedures to take into account the complexity of the requests so that we can achieve our goal of meeting the prescribed deadlines.

The ATIP Office has developed new procedures. A draft of the procedures was provided to all Branch Heads for comment. Comments have been given to the Executive Director for his review prior to finalizing the procedures. New procedures will be in place for 2015-2016.

7. PRIVACY ACT COMPLAINTS

The Commission received 2 new complaints between April 1, 2014 and March 31, 2015.

NUMBER OF COMPLAINTS	REASON FOR COMPLAINT	STATUS
1 (received February 10, 2014)	Miscellaneous	Ongoing
1 (received June 5, 2014)	Refusal-Exemption	Ongoing

8. TIME TO PROCESS A REQUEST

We monitor a request daily at different stages from the time it arrives in the ATIP Office and the time it gets mailed. All of this information is entered in the Commission's Privasoft system.

9. MATERIAL PRIVACY BREACHES

No material privacy breaches occurred during the reporting period.

10. PRIVACY IMPACT ASSESSMENT

Preliminary Privacy Impact Assessments initiated:	0
Preliminary Privacy Impact Assessments completed:	0
Privacy Impact Assessments initiated:	1
Privacy Impact Assessments completed:	0
Privacy Impact Assessments forwarded to the Office of the Privacy Commissioner:	0

During the 2011-2012 fiscal year, the Commission initiated a privacy impact assessment of its handling of its personal information holdings. This review is to focus on the personal information collected from or exchanged with human rights complainants, employers and other parties.

Due to lack of resources, the Commission did not complete its PIA as planned. Nonetheless, it remains an active project.

11. DISCLOSURE OF PERSONAL INFORMATION UNDER SUBSECTION 8(2)(m)

There was no disclosure under subsection 8(2)(m).

Appendix A

Access to Information Act and Privacy Act Delegation Order

Arrêté sur la délégation en vertu de la *Loi sur l'accès à l'information* et de la *Loi sur la protection des renseignements personnels*

The Acting Chief Commissioner, Canadian Human Rights Commission, pursuant to section 73 of the *Access to Information Act* and the *Privacy Act*, hereby designates the persons holding the positions set out in the schedule hereto, or the persons occupying the positions on an acting basis, to exercise the powers and functions of the Chief Commissioner as the head of a government institution, under the section of the Act set out in the schedule opposite each position. This delegation replaces any and all previous designations/delegations.

En vertu de l'article 73 de la *Loi sur l'accès à l'information* et de la *Loi sur la protection des renseignements personnels*, le président par intérim, Commission canadienne des droits de la personne délègue aux titulaire des postes mentionnés aux annexes ci-après, ainsi qu'aux personnes occupant a titre intérimaire lesdits postes, les attributions dont il est, en qualité de responsable d'une institution fédérale, investi par les articles de la Loi mentionnés en regard de chaque poste. Le présent document remplace et annule toute désignation/délégation précédentes.

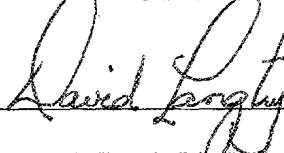
Position/Poste	<u>Schedule/Annexe</u> <i>Privacy Act and Regulations / Loi sur la protection des renseignements personnels et règlements</i>	<i>Access to Information Act and Regulations / Loi sur l'accès à l'information et règlements</i>
Executive Director / Directeur exécutif	Full Authority / Autorité absolue	Full Authority / Autorité absolue
Coordinator, Access to Information and Privacy / Coordinateur(trice), l'accès à l'information et de la protection des renseignements personnels	8(4), 9(1), 9(4), 10, 14(b), 15, 17(1), 17(2) ^c , 17(3) ^c , 31, 33(2), 77	4(2.1), 7(b), 8(1), 9, 11, 12(1), 12(2) ^c , 12(3) ^c , 26, 27(1), 27(4), 28(4), 33, 35(2), 43(1), 44(2), 71(1), 77

^c Delegation conditional on consultation with Executive Director / Délégation conditionnelle sur la consultation au Directeur exécutif.

Dated, at the City of Ottawa,
this 16th day of February, 2015

Daté à la ville d'Ottawa,
ce 16^e jour de février, 2015

LE PRÉSIDENT PAR INTÉRIM
DAVID LANGTRY



DAVID LANGTRY
ACTING CHIEF COMMISSIONER

**Powers, duties and functions delegated pursuant to Section 73 of the *Privacy Act*
Canadian Human Rights Commission /
Délégation des pouvoirs, fonctions et attributions en vertu de l'article 73 de la
Loi sur la protection des renseignements personnels
Commission canadienne des droits de la personne**

Section / L'article	Description	Executive Director / Directeur Exécutif	Access to Information and Privacy Coordinator / Accès à l'information et protection des renseignements personnels
8(2)	Disclose personal information without the consent of the person concerned / Communication à défaut du consentement de l'individu qu'ils concernent	X	
8(4)	Retain copy of 8(2)(e) requests and disclosed records / Conservation de demandes reçues et documents divulgués en vertu de l'alinéa 8(2)e)	X	X
8(5)	Notify Privacy Commissioner of 8(2)(m) disclosures / Informer le Commissaire d'une communication en vertu de l'alinéa 8(2)m	X	
9(1)	Retain record of use / Conserver un relevé des cas d'usage	X	X
9(4)	Notify Privacy Commissioner of consistent use and amend index / Informer le Commissaire d'un usage compatible et modifier le Répertoire	X	X
10	Include personal information in personal information banks / Verser des renseignements dans des fichiers de renseignements personnels	X	X
14(a)	Notify requestor whether or not access is to be given / Aviser le requérant si le document sera communiqué ou non	X	
14(b)	If access is to be given, give the individual who made the request access to the information or the part thereof / Communiquer les documents dans le cas échéant	X	X
15	Extension of time limits / Prorogation du délai	X	X
17(1)	Form of Access / Exercice de l'accès	X	X
17(2)	Language of Access / Langue de la communication	X	X ^C

^C Delegation conditional on consultation with Executive Director / Délégation subordonnée à la consultation avec le Directeur Exécutif

Section / L'article	Description	Executive Director / Directeur Exécutif	Access to Information and Privacy Coordinator / Accès à l'information et protection des renseignements personnels
17(3)	Access to record in alternative format / Communication sur un support de substitution	X	X ^c
18(2)	Denial of access – Exempt bank / Refus de communication – Fichiers inconsultables	X	
19(1)	Denial of access – Information obtained in confidence from another government / Refus de communication – Renseignements obtenus à titre confidentiel	X	
19(2)	Where disclosure of information as described in subsection 19(1) is authorized / Communication autorisée de renseignements décrits au paragraphe 19(1)	X	
20	Denial of access – Federal-provincial affairs / Refus de communication – Affaires fédéro-provinciales	X	
21	Denial of access – International affairs and defence / Refus de communication – Affaires internationales et défense	X	
22(1) and (2)	Denial of access – Law enforcement and investigations / Refus de communication – Enquêtes et maintien des lois	X	
22.3	Denial of access - <i>Public Servants Disclosure Protection Act</i> / Refus de communication - <i>Loi sur la protection des fonctionnaires divulgateurs d'actes répréhensibles</i>	X	
23	Denial of access – Security clearances / Refus de communication – Enquêtes de sécurité	X	
24	Denial of access – Individuals sentenced for an offence / Refus de communication – Individus condamnés pour une infraction	X	
25	Denial of access – Safety of individuals / Refus de communication – Sécurité des individus	X	
26	Denial of access – Personal information about other individuals / Refus de communication – Renseignements concernant un autre individu	X	

Section / L'article	Description	Executive Director / Directeur Exécutif	Access to Information and Privacy Coordinator / Accès à l'information et protection des renseignements personnels
27	Denial of access – Solicitor-client privilege / Refus de communication – Secret professionnel des avocats	X	
27	Waive Solicitor-client privilege / Renonciation au secret professionnel des avocats	X	
28	Denial of access – Physical or mental health of individual / Refus de communication – Dossiers médicaux	X	
31	Receive notice of intention to investigate / Recevoir l'avis d'enquête	X	X
33(2)	Right to make representations to Privacy Commissioner / Droit de présenter des enquêtes	X	X
35(1)	Follow-up on recommendation by the Privacy Commissioner – Investigation / Donner suite à la recommandation du Commissaire -- Enquêtes	X	
35(4)	Give applicant access to information based on recommendation of Privacy Commissioner / Approuver la communication des renseignements suite aux recommandations du Commissaire a la protection de la vie privée	X	
36(3)	Follow-up on recommendation by the Privacy Commissioner – Exempt banks / Donner suite à la recommandation du Commissaire -- Fichiers inconsultables	X	
37(3)	Follow-up on recommendation by the Privacy Commissioner – Compliance / Donner suite à la recommandation du Commissaire -- Vérifications	X	
51(2)(b)	Request that hearing be held in the National Capital Region / Règles spéciales pour l'audition des causes	X	
51(3)	Submit <i>ex parte</i> representations / Présentation d'arguments en l'absence d'une autre partie	X	
70	Denial of access – Cabinet confidences / Refus de communication – Documents confidentiels du Cabinet	X	
72	Report to Parliament / Rapports au Parlement	X	

Section / L'article	Description	Executive Director / Directeur Exécutif	Access to Information and Privacy Coordinator / Accès à l'information et protection des renseignements personnels
77	Responsibilities conferred on the head of the institution by the Regulations made under section 77 which are not included above / Responsabilités attribuées au responsable de l'institution par règlement fait en vertu de l'article 77 qui ne sont pas incluses ci-dessus	X	X

Appendix B



Statistical Report on the *Privacy Act*

Name of institution: Canadian Human Rights Commission

Reporting period: 2014-04-01 to 2015-03-31

Part 1: Requests Under the *Privacy Act*

	Number of Requests
Received during reporting period	10
Outstanding from previous reporting period	0
Total	10
Closed during reporting period	7
Carried over to next reporting period	3

Part 2: Requests Closed During the Reporting Period

2.1 Disposition and completion time

Disposition of Requests	Completion Time							Total
	1 to 15 Days	16 to 30 Days	31 to 60 Days	61 to 120 Days	121 to 180 Days	181 to 365 Days	More Than 365 Days	
All disclosed	3	1	0	0	0	0	0	4
Disclosed in part	1	1	0	0	0	0	0	2
All exempted	0	0	0	0	0	0	0	0
All excluded	0	0	0	0	0	0	0	0
No records exist	0	1	0	0	0	0	0	1
Request abandoned	0	0	0	0	0	0	0	0
Neither confirmed nor denied	0	0	0	0	0	0	0	0
Total	4	3	0	0	0	0	0	7

2.2 Exemptions

Section	Number of Requests	Section	Number of Requests	Section	Number of Requests
18(2)	0	22(1)(a)(i)	0	23(a)	0
19(1)(a)	0	22(1)(a)(ii)	0	23(b)	0
19(1)(b)	0	22(1)(a)(iii)	0	24(a)	0
19(1)(c)	0	22(1)(b)	0	24(b)	0
19(1)(d)	0	22(1)(c)	0	25	0
19(1)(e)	0	22(2)	0	26	2
19(1)(f)	0	22.1	0	27	0
20	0	22.2	0	28	0
21	0	22.3	0		

2.3 Exclusions

Section	Number of Requests	Section	Number of Requests	Section	Number of Requests
69(1)(a)	0	70(1)	0	70(1)(d)	0
69(1)(b)	0	70(1)(a)	0	70(1)(e)	0
69.1	0	70(1)(b)	0	70(1)(f)	0
		70(1)(c)	0	70.1	0

2.4 Format of information released

Disposition	Paper	Electronic	Other formats
All disclosed	0	0	4
Disclosed in part	0	0	2
Total	0	0	6

2.5 Complexity

2.5.1 Relevant pages processed and disclosed

Disposition of Requests	Number of Pages Processed	Number of Pages Disclosed	Number of Requests
All disclosed	606	495	4
Disclosed in part	1442	1252	2
All exempted	0	0	0
All excluded	0	0	0
Request abandoned	0	0	0
Neither confirmed nor denied	0	0	0
Total	2048	1747	6

2.5.2 Relevant pages processed and disclosed by size of requests

Disposition	Less Than 100 Pages Processed		101-500 Pages Processed		501-1000 Pages Processed		1001-5000 Pages Processed		More Than 5000 Pages Processed	
	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed
All disclosed	3	185	1	310	0	0	0	0	0	0
Disclosed in part	0	0	1	161	0	0	1	1091	0	0
All exempted	0	0	0	0	0	0	0	0	0	0
All excluded	0	0	0	0	0	0	0	0	0	0
Request abandoned	0	0	0	0	0	0	0	0	0	0
Neither confirmed nor denied	0	0	0	0	0	0	0	0	0	0
Total	3	185	2	471	0	0	1	1091	0	0

2.5.3 Other complexities

Disposition	Consultation Required	Legal Advice Sought	Interwoven Information	Other	Total
All disclosed	0	0	4	0	4
Disclosed in part	0	0	2	0	2
All exempted	0	0	0	0	0
All excluded	0	0	0	0	0
Request abandoned	0	0	0	0	0
Neither confirmed nor denied	0	0	0	0	0
Total	0	0	6	0	6

2.6 Deemed refusals

2.6.1 Reasons for not meeting statutory deadline

Number of Requests Closed Past the Statutory Deadline	Principal Reason			
	Workload	External Consultation	Internal Consultation	Other
0	0	0	0	0

2.6.2 Number of days past deadline

Number of Days Past Deadline	Number of Requests Past Deadline Where No Extension Was Taken	Number of Requests Past Deadline Where An Extension Was Taken	Total
1 to 15 days	0	0	0
16 to 30 days	0	0	0
31 to 60 days	0	0	0
61 to 120 days	0	0	0
121 to 180 days	0	0	0
181 to 365 days	0	0	0
More than 365 days	0	0	0
Total	0	0	0

2.7 Requests for translation

Translation Requests	Accepted	Refused	Total
English to French	0	0	0
French to English	0	0	0
Total	0	0	0

Part 3: Disclosures Under Subsections 8(2) and 8(5)

Paragraph 8(2)(e)	Paragraph 8(2)(m)	Subsection 8(5)	Total
0	0	0	0

Part 4: Requests for Correction of Personal Information and Notations

Disposition for Correction Requests Received	Number
Notations attached	1
Requests for correction accepted	0
Total	1

Part 5: Extensions

5.1 Reasons for extensions and disposition of requests

Disposition of Requests Where an Extension Was Taken	15(a)(i) Interference With Operations	15(a)(ii) Consultation		15(b) Translation or Conversion
		Section 70	Other	
All disclosed	0	0	0	0
Disclosed in part	2	0	0	0
All exempted	0	0	0	0
All excluded	0	0	0	0
No records exist	0	0	0	0
Request abandoned	0	0	0	0
Total	2	0	0	0

5.2 Length of extensions

Length of Extensions	15(a)(i) Interference with operations	15(a)(ii) Consultation		15(b) Translation purposes
		Section 70	Other	
1 to 15 days	0	0	0	0
16 to 30 days	2	0	0	0
Total	2	0	0	0

Part 6: Consultations Received From Other Institutions and Organizations

6.1 Consultations received from other Government of Canada institutions and other organizations

Consultations	Other Government of Canada Institutions	Number of Pages to Review	Other Organizations	Number of Pages to Review
Received during the reporting period	11	610	0	0
Outstanding from the previous reporting period	0	0	0	0
Total	11	610	0	0
Closed during the reporting period	11	610	0	0
Pending at the end of the reporting period	0	0	0	0

6.2 Recommendations and completion time for consultations received from other Government of Canada institutions

Recommendation	Number of Days Required to Complete Consultation Requests							Total
	1 to 15 Days	16 to 30 Days	31 to 60 Days	61 to 120 Days	121 to 180 Days	181 to 365 Days	More Than 365 Days	
All disclosed	6	0	0	0	0	0	0	6
Disclosed in part	1	3	0	0	0	0	0	4
All exempted	1	0	0	0	0	0	0	1
All excluded	0	0	0	0	0	0	0	0
Consult other institution	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Total	8	3	0	0	0	0	0	11

6.3 Recommendations and completion time for consultations received from other organizations

Recommendation	Number of days required to complete consultation requests							
	1 to 15 Days	16 to 30 Days	31 to 60 Days	61 to 120 Days	121 to 180 Days	181 to 365 Ddays	More Than 365 Days	Total
All disclosed	0	0	0	0	0	0	0	0
Disclosed in part	0	0	0	0	0	0	0	0
All exempted	0	0	0	0	0	0	0	0
All excluded	0	0	0	0	0	0	0	0
Consult other institution	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Part 7: Completion Time of Consultations on Cabinet Confidences

7.1 Requests with Legal Services

Number of Days	Fewer Than 100 Pages Processed		101-500 Pages Processed		501-1000 Pages Processed		1001-5000 Pages Processed		More than 5000 Pages Processed	
	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed
1 to 15	0	0	0	0	0	0	0	0	0	0
16 to 30	0	0	0	0	0	0	0	0	0	0
31 to 60	0	0	0	0	0	0	0	0	0	0
61 to 120	0	0	0	0	0	0	0	0	0	0
121 to 180	0	0	0	0	0	0	0	0	0	0
181 to 365	0	0	0	0	0	0	0	0	0	0
More than 365	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

7.2 Requests with Privy Council Office

Number of Days	Fewer Than 100 Pages Processed		101-500 Pages Processed		501-1000 Pages Processed		1001-5000 Pages Processed		More than 5000 Pages Processed	
	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed	Number of Requests	Pages Disclosed
1 to 15	0	0	0	0	0	0	0	0	0	0
16 to 30	0	0	0	0	0	0	0	0	0	0
31 to 60	0	0	0	0	0	0	0	0	0	0
61 to 120	0	0	0	0	0	0	0	0	0	0
121 to 180	0	0	0	0	0	0	0	0	0	0
181 to 365	0	0	0	0	0	0	0	0	0	0
More than 365	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

Part 8: Complaints and Investigations Notices Received

Section 31	Section 33	Section 35	Court action	Total
2	0	0	0	2

Part 9: Privacy Impact Assessments (PIAs)

Number of PIA(s) completed	0
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Part 10: Resources Related to the Privacy Act

10.1 Costs

Expenditures		Amount
Salaries		\$43,758
Overtime		\$0
Goods and Services		\$3,465
• Professional services contracts	\$3,465	
• Other	\$0	
Total		\$47,223

10.2 Human Resources

Resources	Person Years Dedicated to Privacy Activities
Full-time employees	2.00
Part-time and casual employees	0.14
Regional staff	0.00
Consultants and agency personnel	0.00
Students	0.00
Total	2.14

Note: Enter values to two decimal places.