

Culture of Privacy

What is a culture of privacy? [PIM Toolkit, 18](#)

“All employees should understand the importance of keeping certain information confidential.” This is a good starting point for thinking about a culture of privacy. This is the key to an organization’s activities and procedures falling in line with the Privacy Standard.

The Privacy Standard aligns the commitments of Ontario school boards/authorities regarding privacy protection with what they actually do when managing personal information by:

- documenting what is done;
- performing to that documentation in a systematic way;
- ensuring that the process is effective—for example, results are achieved, monitored, and verified;
- extending the reach of the standard to third party service providers; and
- recording the results of the work, thereby enhancing trust.

In this way, the Privacy Standard helps to foster a **culture of privacy** with respect to how Ontario school boards/authorities collect, use, disclose, secure, retain, and dispose of personal information. It also **ensures** the right of individuals to have access to personal information about them and, as appropriate, to have it corrected.

What is the Office of the Information and Privacy Commissioner of Ontario?

The Office of the Information and Privacy Commissioner of Ontario (IPC) is an independent oversight body and its role is to ensure that government and public organizations comply with the access and privacy provisions of the *Municipal Freedom of Information and Protection of Privacy Act*, investigate privacy complaints, and resolve disputes over access to information requests. Individuals have a right to request that decisions on access to information requests made to a school board under the MFIPPA be reviewed by the IPC. The IPC can assist school boards and other organizations in developing a culture of privacy.

What is my responsibility as a principal? [Canadian Privacy Law Blog](#)

Bear in mind that one in your position, the school leader, needs to comply with the expectations of your school board in this area. However it is incumbent upon you to nurture the culture of privacy within your school community. The school principal needs to understand the privacy principles set out in the Privacy Standard and ensure that employees understand and act in good faith with respect to issues surrounding privacy and information management. As well, your day-to-day activities and decisions will serve to educate the community at large, particularly your parents and students. “You’d better develop a culture of privacy.” Additionally as the school leader, the principal must model and set high expectations for staff in this regard.