

Evermore Gather Grow Lead Inc. Privacy Policy

Evermore Gather Grow Lead Inc. is committed to protecting the privacy and confidentiality of personal information entrusted to us. This commitment aligns with our mission to support children, families, and communities while fostering accountability, transparency and trust among our stakeholders. This policy outlines how we collect, use, and safeguard personal information, in compliance with the Personal Information Protection and Electronic Documents Act (PIPEDA).

1. Scope of the Policy

This Privacy Policy applies to all personal information collected by Evermore to deliver programs and services, including through registration forms and any commercial activities as defined under PIPEDA.

2. Information We Collect

Evermore only collects personal information necessary for:

- Delivering safe, effective, and inclusive programs.
- Communicating with participants, families, staff, volunteers, and donors.
- Support aggregate statistical reporting.
- Managing operations and complying with legal and regulatory requirements.

This may include:

- Participants & Families: Names, contact details, emergency contacts, and health information (for safety purposes).
- Staff & Volunteers: Contact information, resumes, background checks, and certifications.
- Donors: Names, contact details, and donation histories.
- Website Visitors: Non-identifiable data (e.g., cookies, IP addresses).

3. Use and Disclosure of Information

Personal information will be used only for the purposes for which it was collected or as required by law. Evermore does not sell, trade, or lease personal information. Information may be disclosed:

- To third-party service providers supporting Evermore's operations, under strict confidentiality agreements.
- Shared in aggregate form without identifiable details for statistical reporting.
- To government bodies or regulators as required by law.

4. Compliance with PIPEDA

As mandated by PIPEDA, Evermore adheres to the following principles:

- Identifying Purposes: We specify why information is collected before or at the time of collection.
- Consent: We obtain consent for the collection, use, or disclosure of personal information.
- Limiting Collection: We collect only the information necessary for our stated purposes.

- Limiting Use, Disclosure, and Retention: Personal information is not used or disclosed for purposes beyond those identified, and it is retained only as long as necessary.
- Accuracy: We ensure information is accurate and up to date.
- Safeguards: Personal information is protected against loss, theft, or unauthorized access.
- Openness: Our practices are transparent, and this policy is readily available.
- Individual Access: Individuals have the right to access and correct their personal information.

5. Safeguarding Personal Information

We implement appropriate measures to protect personal information, including:

- Secure storage of physical and electronic records.
- Restricted access to authorized personnel only.
- Regular review of privacy and security practices.

6. Retention and Disposal

Personal information is retained only as long as necessary to fulfill the purposes for which it was collected or to comply with legal obligations. Information is securely destroyed when no longer required.

7. Your Rights

Individuals have the right to:

- Access their personal information.
- Request corrections to their records.
- Request corrections to their records.
- Withdraw consent for the use of their information, subject to legal or contractual restrictions.

8. Contact Us

For questions or concerns about this Privacy Policy or how we handle personal information, please contact Evermore Gather Grow Lead Inc.

By participating in Evermore's programs or using our services, you consent to the collection, use, and retention of your personal information as described in this policy.

This policy will be reviewed by the Board of Directors annually to ensure alignment with legal standards and best practices.