



U SPORTS

PRIVACY POLICY

COMMITMENT TO PROTECTING PERSONAL INFORMATION

U SPORTS is committed to protecting the privacy of the student-athletes and others who participate in its events and use its services. This Personal Information Protection Policy (the “Policy”) describes the policies and practices of U SPORTS with respect to the collection, use and disclosure of personal information. The Policy may be updated from time to time, with updates approved by U SPORTS Board of Directors to reflect developments in practices, new technology or the law. Updates will be made available in the same ways as the Policy. Our collection, use and disclosure of personal information will be governed by the version of this Policy in effect at the time.

Personal Information

For the purposes of this Policy, personal information is any information that can be used to distinguish, identify or contact a specific individual. Personal information includes, for example, name, date of birth, home address, telephone number, email address, academic and athletic information, health and medical information, or interests of an individual. Personal information does not include the name, position or business address or telephone number of an employee of an organization.

This Policy applies to personal information of student-athletes, donors and other individuals who have expressed an interest in U SPORTS or have participated in an event sponsored or organized by U SPORTS. The personal information that U SPORTS generally collects and uses includes: name, address, telephone number, e-mail address, banking or credit card information (card number, type and expiry date). From student-athletes, the U SPORTS also collects information related to the student-athlete’s involvement with U SPORTS, such as their date of birth, weight, height, citizenship, health and medical information, academic information (including transcripts), athletic history and the student-athlete’s photograph.

ACCOUNTABILITY

U SPORTS is responsible for all personal information under its custody or control, including information that it may transfer to a third party for processing. The Chief Operating Officer of U SPORTS has been appointed as Privacy Officer for U SPORTS. The Privacy Officer may delegate day-to-day responsibility for administration of this Policy to other employees but the Privacy Officer remains accountable for U SPORTS’s handling of personal information.

The Privacy Officer may be contacted at: 45 Vogell Road, Richmond Hill, Ontario L4B 3P6; 1.905.508.3000 ext 231.

U SPORTS is responsible for personal information sent to third parties who provide services to U SPORTS. U SPORTS requires any such third parties to use the personal information only for the purposes for which it



is provided to them, and to protect the privacy of the personal information in accordance with privacy laws and in a manner that is consistent with this Policy.

U SPORTS stores and processes personal information in Canada.

INFORMATION RECEIVED FROM OTHER SOURCES

U SPORTS may receive personal information directly from student-athletes, or from U SPORTS members who collect that information from student-athletes, who wish to participate in sporting events, programs, meetings, conferences, workshops, seminars or other events organized or sponsored by U SPORTS (hereinafter “U SPORTS events”). When U SPORTS receives personal information from U SPORTS members who collect that information from student-athletes, we ask the organization to provide only personal information of individuals who have consented to the sharing of their information. If U SPORTS is contacting you based on information received from a U SPORTS member, we will ask you whether you wish to receive further communications from U SPORTS and we will respect your wishes. U SPORTS will explain at that time the consequences of declining to receive further communications.

PURPOSES FOR COLLECTING AND USING PERSONAL INFORMATION

Student-athletes participating in U SPORTS events.

U SPORTS collects and uses personal information of student-athletes participating in U SPORTS sanctioned events for the following purposes:

- a) to ensure compliance with U SPORTS regulations, including U SPORTS Eligibility and Drug Education & Control Regulations;
- b) to process registration with U SPORTS and for specific U SPORTS sanctioned Events;
- c) to carry out the organization and administration of U SPORTS Events;
- d) to advise student-athletes about U SPORTS Events and other events of reputable organizations that may be of interest to them;
- e) to contact student-athletes for the purpose of conducting surveys relating to the quality of U SPORTS Events;
- f) to honour student-athletes for athletic and academic excellence through special awards and student-athlete profiles;
- g) to provide the names of attendees of U SPORTS events to all organizations who participate in a U SPORTS event and to allow such organizations to advise attendees of any side meetings, symposia or other activities related to the event;
- h) to invite student-athletes to future U SPORTS Events that are likely to be of interest to them;
- i) to develop and issue media releases on student-athlete’s doping infractions;
- j) to assist U SPORTS’ broadcast partners in telling U SPORTS student-athletes’ stories; and
- k) to manage U SPORTS business and inform U SPORTS decisions.



U SPORTS will collect individual's consents separately with respect to sending any "commercial electronic messages" as defined in Canada's anti-spam legislation, found at S.C. 2010, c. 23, as amended ("CASL").

Donations

U SPORTS collects donations from individuals who wish to support the organization. For the purpose of such donations U SPORTS collects the name, the contact information and the credit card information of the donor. This information is used only to process and administer donations and issue tax receipts.

USE AND DISCLOSURE OF PERSONAL INFORMATION

U SPORTS uses and discloses personal information of a student-athlete in the following circumstances:

- a) To streamline the administration and registration process for student-athletes wishing to participate in U SPORTS sanctioned Events, U SPORTS occasionally discloses personal information to its members (e.g. the post-secondary institutions of learning attended by the student-athlete) and to other athletic associations or organizations that are involved in or associated with U SPORTS Events, such as the International University Sports Federation. Once information has been passed to U SPORTS members (or to any other organization in accordance with this Policy), it is no longer in the control of U SPORTS and becomes subject to the privacy practices and procedures of the recipient organization.
- b) For the purposes of administering its Doping Control Program and issuing press releases, U SPORTS discloses personal information of student-athletes to the Canadian Centre in Ethics and Sport. Student-athletes wishing to participate in U SPORTS sporting events or competitions cannot withdraw their consent to such a disclosure. If a student-athlete withdraws his or her consent to such a disclosure, U SPORTS cannot determine the student-athlete's eligibility and therefore the student-athlete cannot participate in the sporting event or competition.
- c) U SPORTS occasionally discloses the name, photograph, academic institution, program and year of study, sport(s), athletic and academic accomplishments and interests, and career information of student-athletes to the media and the general public (via U SPORTS' website and other U SPORTS publications) for the purpose of televising, streaming, or otherwise broadcasting U SPORTS events and for honouring student-athletes for athletic and academic excellence through awards and other honours. Such information is also made available to the general public on U SPORTS' website, to provide updated information on U SPORTS student-athletes.
- d) Personal information of student-athletes, such as their name, address and telephone number may be disclosed from time to time to persons and organizations involved in the recruitment and drafting of athletes.



- e) U SPORTS also occasionally discloses personal information of student-athletes to other organizations or companies that provide information or sponsor events likely to be of interest to student-athletes.
- f) U SPORTS publishes, for each U SPORTS sporting event, programs in which are listed the names, sporting event, university, hometown, date of birth, height, weight and other personal statistics of student-athletes, as well as the date and time of the event in which he or she is participating.
- g) U SPORTS discloses personal information of student-athletes and other individuals who have expressed an interest in U SPORTS or have participated in an event sponsored or organized by U SPORTS to third party service providers who process information on U SPORTS' behalf. U SPORTS requires all such service providers to agree to handle personal information in accordance with applicable laws.

On U SPORTS' Student-Athlete Acknowledgement Form, student-athletes have the opportunity to opt out of the disclosure and use of their personal information for the purposes outlined above (except for the purposes of administering the Canadian Anti-Doping Program; administering U SPORTS' athletic financial awards review/audit system; investigation or reporting as required by Policy 90.30; and competition broadcast or streaming). In addition, a student-athlete may withdraw consent at any time by contacting the U SPORTS' Privacy Officer. U SPORTS takes careful steps to ensure it complies with individuals' wishes with respect to disclosure and use of their personal information. U SPORTS will explain the consequences of withdrawing consent.

Other than as outlined here, and as permitted or required by law, U SPORTS does not disclose personal information of student-athletes or of any other individual who has expressed an interest in U SPORTS or has participated in an event sponsored or organized by U SPORTS, unless it has that person's consent.

CONSENT

U SPORTS uses personal information only with the consent of the individual, except as otherwise permitted or required by law. When a student-athlete or other individual registers for a U SPORTS Event or otherwise provides U SPORTS with personal information, the individual will be given an opportunity to opt out of receiving further information from U SPORTS or from any third parties. In addition, an individual may withdraw his or her consent to the use of personal information for any purpose at any time by contacting U SPORTS at the address above. U SPORTS will explain the consequences of withdrawing consent.

WEBSITE

U SPORTS provides information and some services via its website and its online member services portal (collectively, the "Site"). By using the Site, users agree that information may be collected, used and disclosed in accordance with this Policy.

Cookies



The Site uses cookies, which are small amounts of data that are transferred to a user's browser. Cookies are used to customize the site to an individual's interests or to retain personal information, such as a password, for the next visit. A user can set his or her browser not to accept cookies and still access the Site, although as a result certain areas of the Site may be unavailable or difficult to use.

Non-Personal Information

As is typical with many websites, the Site automatically collects certain non-personal information regarding website users, such as the date and time a user linked to the Site. The Site also collects non-personal data which is used for system administration purposes and to update the Site.

Forms, email, etc.

Individuals may provide U SPORTS with personal information when completing forms or contacting U SPORTS via email. Once U SPORTS receives such information via email or U SPORTS' website, the information is stored in a secure environment. Users' personal information will not be used or disclosed unless permitted by law or the user's consent obtained. You should be aware that email is not a 100% secure medium, and you should be aware of this when contacting us to send personal or confidential information.

Links

The Site contains links to other third party websites, such as those of other sport associations and federations. These links are provided for the convenience of users. U SPORTS has no responsibility or liability for or control over those websites or their collection, use and disclosure of personal information.

ACCURACY

U SPORTS seeks to ensure that the personal information it uses is accurate and up to date. Please assist us by advising U SPORTS' Privacy Officer of any inaccuracies you notice so that we may make appropriate corrections.

LIMITING RETENTION OF PERSONAL INFORMATION

U SPORTS retains personal information as long as it is needed for the purpose for which it was collected and in order to meet legal and regulatory requirements.

SAFEGUARDS

U SPORTS protects personal information against such risks as loss or theft, unauthorized access, disclosure, copying, modification and destruction by using appropriate security measures. U SPORTS's employees with access to personal information are required to respect the confidentiality of that information pursuant to their employment agreement with U SPORTS. Employees also participate in privacy training. U SPORTS implements methods of protecting personal information that include limiting access to the



information, restricting access to offices where information is held and technological measures such as passwords.

ACCESS

An individual may request access to the personal information held about him or her at any time by contacting the Privacy Officer at 1.905.508.3000 ext 231. U SPORTS will endeavor to respond to any such request as quickly as possible and, in any event, within the legally required time periods. Subject to certain exceptions and limitations prescribed by law, an individual will be given access to any personal information U SPORTS holds about the individual. U SPORTS will correct or amend personal information that is shown to be incomplete or inaccurate.

Last Updated: September, 2016