



Managing Employee Privacy

Dante Manna

Hot Topic



Getting Hotter

A hacker gained access to 100 million Capital One credit card applications and accounts

By Rob McLean, [CNN Business](#)

Updated 5:17 PM ET, Tue July 30, 2019



Sources

- *FOIPOP*
- *PIPEDA*
- *PHIA*
- *CASL*
- Other (*OHSA/Canada Labour Code, Human Rights Act, etc.*)
- Torts – Intrusion Upon Seclusion (*Jones v. Tsige*), Negligence, etc.

Social Media Policy



Cybersecurity



Background Checks



A screenshot of a tweet from Justine Sacco (@JustineSacco). The tweet text reads: "Going to Africa. Hope I don't get AIDS. Just kidding. I'm white!". The tweet has 2,678 retweets and 1,206 favorites. The location is Hillingdon, London, and the time is 10:19 AM on Dec 13. The interface includes a profile picture, name, handle, follow button, and interaction icons (Reply, Retweet, Favorite, More). A row of user avatars is shown below the tweet, and a location pin icon is present in the timestamp.

Justine Sacco
@JustineSacco

Going to Africa. Hope I don't get AIDS. Just kidding. I'm white!

2,678 RETWEETS 1,206 FAVORITES

10:19 AM - 20 Dec 13 from Hillingdon, London

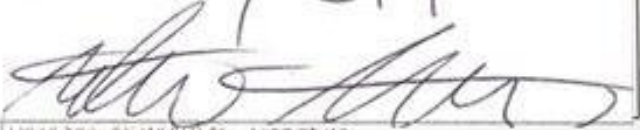
Employee Surveillance



“The camera is mounted on your desk for a reason. There’s been some paperclips missing, and we think you’re the culprit.”

Medical Information Requests

Dr.W.C. Futbol & Associates
1 ESPN Drive
Bristol, CT 06489
PHONE: 631-867-5309

PATIENT NAME	DATE PRESCRIBED
PATIENT ADDRESS	
R_x Patient has World Cup Fever "Take 1 Day OFF"	
____ Refills ____ Label	
GENERIC SUBSTITUTION	DISPENSE AS WRITTEN -- signature

Drug Testing



Resources

- Federal Privacy Commissioner's Website
 - Personal Information Retention and Disposal : Principles and Best Practice
 - https://www.priv.gc.ca/en/privacy-topics/safeguarding-personal-information/gd_rd_201406/
 - Privacy Toolkit for Businesses
 - https://www.priv.gc.ca/en/privacy-topics/privacy-laws-in-canada/the-personal-information-protection-and-electronic-documents-act-pipeda/pipeda-compliance-help/guide_org/
 - Tips for Containing and Reducing the Risk of a Privacy Breach
 - https://www.priv.gc.ca/en/privacy-topics/privacy-breaches/respond-to-a-privacy-breach-at-your-business/c-t_201809_pb/



These materials are intended to provide brief informational summaries only of legal developments and topics of general interest.

These materials should not be relied upon as a substitute for consultation with a lawyer with respect to the reader's specific circumstances. Each legal or regulatory situation is different and requires review of the relevant facts and applicable law.

If you have specific questions related to these materials or their application to you, you are encouraged to consult a member of our Firm to discuss your needs for specific legal advice relating to the particular circumstances of your situation.

Due to the rapidly changing nature of the law, Stewart McKelvey is not responsible for informing you of future legal developments.