



POLICY STATEMENT

1. The Halifax Ultimate Recreational League Society (HURL) is committed to ensuring that personal identifying information of its members is kept confidential and is not divulged to any outside agency or entity, without consent.
2. This policy applies to personally identifying information submitted to HURL or stored in its records that has been provided to HURL by its members, past or present.

POLICY OBJECTIVES

3. The purpose of this policy is to ensure that individuals are aware that reasonable measures are in place to keep their personal identifying information confidential. This policy has been developed with the following goals:
 - a. To define the position of HURL on any and all issues pertaining to privacy and personal information;
 - b. To define the circumstances under which HURL may be required to divulge personal information; and
 - c. To define the guidelines for use of member personal information in order to carry out the business of HURL.

APPLICATION

4. This policy shall apply to all employees, volunteers, agents or members of HURL and any organization(s) affiliated with HURL.

DIRECTIVES

5. It shall be implicitly agreed that when Personal Information is submitted to HURL individuals submitting same understand and agree to the terms of this Privacy Policy.
6. HURL member Personal Information shall not be sold, lent, traded, rented, viewed or otherwise exchanged in whole or in part to any person, organization or entity, without prior consent of the member, except under exceptional circumstances as defined in this policy.
7. HURL will disclose only the following Personal Information to Team Captains in order to facilitate forming of teams with their assigned players:
 - a. Team members names; and
 - b. Team member contact information.



8. Under certain circumstances HURL will disclose personal information, without consent of the member:
 - a. Where required by law;
 - b. In situations of medical emergency when disclosure is requested by official emergency medical personnel;
 - c. Where HURL believes, on reasonable grounds, that disclosure is necessary to protect the rights, privacy, safety or property of a person, group or of HURL itself;
 - d. Where required to collect any money owing by a member; or
 - e. Under any exceptional or extenuating circumstance, on a case by case basis, as the voting majority of the HURL Board of Directors (BOD) sees fit.
9. When required or permitted to disclose Personal Information without consent, HURL will not disclose more information than is required.
10. HURL will retain member Personal Information in its records for as long as it believes it is necessary to fulfill the purpose for which it was collected.
11. Inactive or past HURL members may request that HURL delete all Personal Information stored in its records and on its computer systems by sending a written request, addressed to the Chair of the HURL BOD.
12. HURL cannot guarantee that Personal Information submitted or transmitted to HURL computer systems, maintained in HURL records and/or computer systems will be completely secure. In general, transmission of information over the Internet is susceptible to possible loss, misrouting and/or interception. HURL shall not be held liable for losses or damages to members arising from compromise of member Personal Information, beyond which HURL should reasonably have had control in preventing.
13. The HURL BOD may choose to host the HURL website with a web hosting company on servers that are located in the United States of America. In such cases, member Personal Information may be subject to the laws of the United States of America.
14. All HURL members, volunteers, employees, and/or agents shall comply with the terms of this policy. All persons, groups or organizations associated with HURL shall comply with same.

GUIDELINES

15. Participation in HURL events may require participants to register as HURL members. Information gathered for this purpose is necessary for completion of the required waiver for league play. In addition, this information is required so that the HURL Board of Directors (BOD) can communicate with the membership and Team Captains and so the Team Captains can communicate with their players.



16. Where the HURL volunteers, agents and/or partners have been granted the use of member Personal Information, it shall not be used for any reason other than in the context for which use was granted, as dictated by the HURL BOD. Any use of member Personal Information shall be temporary, unless agreed otherwise in writing.
17. Demographic information will be used by HURL to help guide future endeavors such as, but not limited to expansion, location of fields, sponsorship and advertising. Any demographic data released in these or any other situations will be limited to aggregate statistics only, and in no instance will identifying information, phone lists, or mailing lists be released.
18. HURL shall endeavor to protect Personal Information that is maintained in HURL records or on HURL computer systems to the best of its ability and to a level of security that a typical non-profit organization can reasonably be expected to achieve.
19. HURL members may request that HURL update their Personal Information by sending a written request to the chair of the HURL BOD. HURL reserves the right not to change any Personal Information but will append any alternative text the member believes is appropriate.

ACCOUNTABILITY

20. The HURL BOD shall be responsible for ensuring that the privacy policy is communicated to all HURL members, employees, volunteers, partners and/or agents.

DEFINITIONS

21. Personal Information: is information that enables individual identification of a HURL member. Personal information includes, but is not necessarily limited to, member names, mailing addresses, phone numbers, credit card information and/or email addresses.
22. Demographic information: is information that may consist of the number of players in the league, age distribution of players, geographical distribution of players, skill level of players and other like information.
23. Consent: is permission given by a member to HURL to use member Personal Information in order to facilitate playing of Ultimate, forming of Ultimate teams and to assist in the future growth, development and endeavors of HURL related to the sport of Ultimate.

