

# Privacy Notice

Last Updated: July 24, 2025

University Health Network (UHN) is committed to protecting the privacy and personal information of all registrants for the Canada Leads 100 Challenge. This Privacy Notice outlines how we collect, use, disclose, and safeguard your personal information in accordance with the Freedom of Information and Protection of Privacy Act (*FIPPA*).

## 1. Information We Collect

When you register through UHNCanadaLeads.ca, we collect the following personal information:

- Full name
- Contact details (email address, phone number)
- Academic and professional credentials (e.g., CV, resume)
- Any additional information you voluntarily provide in your registration

## 2. Purpose of Collection

Your information is collected solely for the purpose of registering your interest in the Canada Leads 100 Challenge and for potential recruitment to UHN or its partner organizations participating in the program. It may also be used to contact you regarding your registration or future opportunities at UHN or within the broader Canada Leads network.

## 3. Consent

By submitting your application, you consent to the collection, use, and disclosure of your personal information as described in this notice. You may withdraw your consent at any time by contacting us (see Section 7). Please note that withdrawing consent may affect your eligibility for consideration within the Canada Leads 100 Challenge.

## 4. Disclosure of Information

Your information is intended to be accessed only by authorized personnel involved in administering the Canada Leads program at UHN or partner organizations involved in this initiative. We do not sell or share your personal information with other third parties, except as required by law or with your explicit consent.

As an aspect of the Initiative, we share data with external partners, if you consent, to allow further opportunities for job recruitment at other organizations. Please note that external partners involved in the Canada Leads program may include universities, research institutions, private and public sector organizations, and non-profit entities. These partners may be subject to different privacy laws and frameworks beyond FIPPA, depending on their jurisdiction and organizational structure. UHN does not manage or oversee the data management practices of the partner organizations. By opting in to UHN sharing your information with partner organizations, you consent to UHN sharing your information with any and all partner organizations. If you do not opt in to UHN sharing your information with partner organizations, it will not impact your opportunities

at UHN, but will prevent other organizations from including you in their recruiting process.

By participating in this Initiative, you understand and agree that once your information is shared with these external partners, it may be used by them for their own recruitment and other purposes. While the intention of sharing is to support recruitment efforts, we do not control or monitor how external partners use the data once it is disclosed. Their use of the data may be governed by their own privacy policies and legal obligations.

You will be given an opportunity to withdraw your consent for UHN to share the information submitted with any Canada Leads partner organization. If you choose to withdraw your consent, it will not impact your opportunities at UHN, but will prevent other organizations from including you in their recruiting process. If you withdraw your consent after UHN has already shared your information with partner organizations, UHN will inform you of whom your information has been shared with, and you will need to pursue each organizations to withdraw your consent to the use of your information.

## **5. Data Security**

We implement appropriate technical and organizational safeguards to protect your personal information from unauthorized access, disclosure, or misuse.

## **6. Data Retention**

Your information will be retained only as long as necessary to fulfill the purposes outlined above or as required by applicable laws and regulations.

Please note that our external partners may have their own data retention, security policies and legal obligations, which may differ from UHN's.

## **7. Access and Contact**

You have the right to access, correct, or request the deletion of your personal information.

For any questions related to your application, please email:

[canadaleadsuhn@uhn.ca](mailto:canadaleadsuhn@uhn.ca)

For privacy-related inquiries, please contact:

UHN Privacy Office

Phone: 416-340-4800 ext. 6937

Email: [privacy@uhn.ca](mailto:privacy@uhn.ca)