

Privacy Policy

This Privacy Policy explains how SCAN Health (“SCAN Health”, “us”, “we”) collects, uses, discloses, stores, safeguards and retains your Personal Information. By using and accessing this website and participating in SCAN Health’s initiatives, programs and events, you accept the practices described under this Privacy Policy. If you do not agree to the terms of this Privacy Policy, you may not use our website or participate in our initiatives, programs and events. SCAN Health understands that keeping your personal information confidential is very important to you and we have a strong commitment to meet your expectations. This Privacy Policy will help you understand how SCAN Health protects, collects, uses and discloses your personal information and your right to access that information.

1. Personal Information

“Personal Information” means information, other than business contact information, about an identifiable individual. We will keep Personal Information that you provide to us private and will disclose such Personal Information only in accordance with this Privacy Policy or with your consent.

2. Privacy Policy Application

This Privacy Policy applies to Personal Information that we collect when you use our website or when you participate in our initiatives, programs and events. This Privacy Policy does not apply to the practices of companies or other entities that SCAN Health does not own or control or to people that SCAN Health does not employ or manage. Any Personal Information you supply or authorize us, implicitly or explicitly, to supply to any third parties, is governed by the privacy policies of those third parties.

3. Third Party Information

By using our website or participating in our initiatives, programs and events, you agree that, with respect to any Personal Information of any third party that you collect, use, disclose, store or retain, you have obtained any and all necessary consents in order to collect, use, disclose, store or retain such Personal Information.

4. What Information is Collected

We collect Personal Information that you provide when you register on, use or interact with our website or participate or register in our initiatives, programs or events. The Personal Information we collect includes your name, email address, website usage data, highest level of education, position of employment, Challenge related information, internet protocol (IP) addresses and other similar information that you provide to us, including information collected through the use of cookies on your browser.

5. Cookies

Our website may use cookies. By using our website and agreeing to this Privacy Policy, you consent to our use of cookies in accordance with the terms of this Privacy Policy. Cookies are files sent by web servers to web browsers and stored by the web browsers. The information is then sent back to the server each time the browser requests a page from the server. This enables a web server to track web browsers. There are two main kinds of cookies: session cookies and persistent cookies. Session cookies are deleted from your computer when you close your browser, whereas persistent cookies remain stored on your computer until deleted or until they reach their expiry date.

Our website may use social media features, such as buttons or widgets, including share buttons or interactive mini-programs associated with Instagram, LinkedIn, Facebook and Twitter. These features may collect your Personal Information or otherwise monitor your internet browsing activity and may use cookies to enable the functionality of the social media feature. These social media features may be hosted by a third party or hosted directly on our website. Your interactions with these social media features are governed by the privacy policy of the third party providing the social media features.

6. For What Purpose the Information is Collected

We collect your Personal Information for the purposes of facilitating access to SCAN Health services, programs, initiatives and events, contacting you with respect to initiatives in which you participate, reporting on participation and engagement as required by relevant funding bodies (including applicable government agencies), tracking engagement of users of the website and for internal business purposes. We may also use your Personal Information, if applicable, to verify your identity, to respond to your queries or to provide you with further information regarding our services, programs or initiatives.

As a user of our website and a participant of our initiatives, programs and initiatives, you acknowledge and agree that SCAN Health and its third party provider partners, may aggregate information about you and your use of our website, with similar information collected from users, in order to track progress of and establish demographic data relating to, services, initiatives and usage of the website and for service improvement and business purposes, provided that such aggregated information shall be anonymized (and will not be able to identify you).

7. Challenges

SCAN Health may hold challenges and competitions (“Challenges”) that require online submissions through the SCAN Health or a third-party provider’s website. Additional terms and conditions, including privacy policies, may apply to Challenges. Any information that SCAN Health receives from its third-party provider partners with respect to Challenges will be treated in accordance with this Privacy Policy.

8. Personnel Information

We maintain information for purposes of personnel administration and information that is required from time to time by taxation authorities and providers of benefits under group benefit plans maintained by the organization and its employees. We retain this information indefinitely.

a. Personnel Administration

While gathering applications for employment, SCAN Health collects information from candidates, including contact details and relevant educational and work experience. We normally retain this information after a decision has been made unless an unsuccessful candidate asks us not to retain the information.

We collect information relating to the job history of employees up to the date of hire. During the course of employment, we collect and retain work evaluations, attendance data and records respecting compensation history. We also collect and maintain contact information respecting relatives and next-of-kin.

This information is used for employer-employee communications and in connection with our continuing evaluation of personnel requirements and performance assessment. It is kept in secure files to which only senior personnel have access. We do not sell or transfer this information to third parties for valuable consideration.

b. Tax Authorities

In connection with our obligations under taxation statutes, we collect employees' personal information, including current address, date of birth and social insurance number.

We use and disclose this information for the purposes specified by taxation legislation. It is kept in secure files to which only senior administrative personnel receive access.

c. Group Benefit Plans

In connection with the administration of medical benefit plans for staff, we collect personal information, including current address, date of birth, social insurance number and marital status. We also collect certain personal details relating to the dependants of partners and employees.

9. Use and Disclosure of Personal Information

Personal Information that we collect from you will be used and disclosed for the purposes set out in this Agreement and for purposes we may identify to you at the time of collection. We may disclose your Personal Information to third party providers engaged to facilitate the programs, initiatives and events of SCAN Health or if required by law. However, we will not sell your Personal Information to third parties unless we ask for your prior permission or unless it is otherwise permissible in accordance with this Privacy Policy.

We may disclose personal information: (a) to any governmental authority as part of an investigation to determine our compliance with any applicable law, rule or regulation (including privacy laws, rules and regulations) or for the purposes set out in this Privacy Policy; (b) in response to a court order, subpoena, discovery request or other lawful judicial or administrative proceeding; (c) as otherwise required by any applicable law, rule or regulation; and (d) in good faith, to protect or defend the rights or property of SCAN Health and other users.

10. Security and Protection of Personal Information

To protect your Personal Information, we take reasonable precautions appropriate to the sensitivity of the information and follow standard industry practices to safeguard your Personal Information. We also protect your Personal Information through the use of password controls that we ask you to keep confidential.

11. Access to and Accuracy of Your Information

It is your responsibility to inform us of any inaccurate Personal Information. You may also request access to other Personal Information about you that may be in our custody. If you request to deactivate your account or delete your Personal Information, we will fulfil your request, but some Personal Information may persist in backup copies for a certain period of time and may be retained as necessary for legal purposes, in accordance with this Privacy Policy and applicable privacy laws.

12. Data Retention

We will keep and retain your Personal Information for as long as your account is active with us or as long as necessary for the purposes for which it was collected (i.e. on our website as archives of previous Challenges). We will also retain data in compliance with our legal obligations.

13. Withdrawal of Consent

You may withdraw your consent to the collection, use and disclosure of personal information about you at any time. To do this, please contact by email at info.scanhealth@uwindsor.ca. Withdrawal of your consent to the collection, use and disclosure of your Personal Information may result in you not being eligible to: (a) participate in our programs, initiatives or events; and /or (b) continue to use our website.

14. Privacy Policy Changes and Updates

We may revise this Privacy Policy at any time, without notice to you, by updating this webpage. We may, at our sole discretion, notify you of a change to this Privacy Policy, for example by announcing the change on our website. Your continued use of our website, platform or services constitutes your consent to the contents of any updated policy.

15. Questions

If you have questions about this Privacy Policy or require additional information on our practices, please feel free to contact our Privacy Officer at Info.scanhealth@uwindsor.ca.