

## ARTICLE 39. PRIVACY

- 39.1 Members have a right to privacy in their personal and professional communications and files, including paper and electronic records, excepting administrative communications and files, subject to *The Freedom of Information and Protection of Privacy Act (FIPPA)*, and/or any other applicable statutes of the Government of Manitoba and the Government of Canada related to access to information and the protection of privacy, as they may be proclaimed or amended from time to time.
- 39.2 In recognition of the right to privacy and academic freedom, a Member's office, classroom, work space, laboratory, computer storage media, computer accounts, mail, email, telephone, website or any material or intellectual property produced by a Member shall not be subject to access, surveillance, review or monitoring by the University unless those actions are taken in accordance with the required or allowed provisions under *The Freedom of Information and Protection of Privacy Act (FIPPA)* and/or any other applicable statutes of the Government of Manitoba and the Government of Canada, as they may be proclaimed or amended from time to time.
- 39.3 The University has the right to install cameras in public spaces for security, safety, or other legal concerns in accordance with *The Freedom of Information and Protection of Privacy Act (FIPPA)* and/or any other applicable statutes of the Government of Manitoba and the Government of Canada, as they may be proclaimed or amended from time to time. Camera footage will not be used to evaluate employee performance, nor shall such camera footage be used or disclosed for any purpose other than the initially identified purpose for the camera's installation.