



Fierce N Fit Special Needs Charitable Organization

Registered Charity Number: 765566542RR0001

Fierce N Fit Special Needs Charitable Organization

Last Updated: September 21, 2026

Fierce N Fit Special Needs Charitable Organization (“Fierce N Fit,” “Fierce N Fit Boxing,” “we,” “us,” or “our”) is committed to respecting the privacy and protecting the personal information of our athletes, participants, families, caregivers, donors, volunteers, staff, supporters and website visitors.

Because our programs support individuals with developmental and physical disabilities, we may collect information relating to health, accessibility, communication, behavioural and safety needs. We recognize that this information can be sensitive and take reasonable steps to protect it.

This Privacy Policy explains what information we may collect, why we collect it, how it may be used or shared, and the choices available to individuals.

1. Personal Information We May Collect

Depending on your relationship with Fierce N Fit, we may collect information such as:

- Name, address, email address and telephone number
- Date of birth or age
- Parent, guardian, caregiver or authorized representative information
- Emergency contact information
- Registration and program information
- Attendance and participation information
- Medical, health or allergy information voluntarily provided to us
- Disability, accessibility, mobility or accommodation information
- Communication needs, including the use of communication devices or other supports
- Behavioural, supervision or safety information relevant to participation
- Emergency or incident information
- Consent forms, waivers and permissions
- Photos, videos and other media where appropriate consent has been provided
- Donation, sponsorship and charitable tax receipt information
- Payment and transaction information
- Volunteer applications, screening information and training records
- Employment and contractor information where applicable
- Communications with Fierce N Fit
- Information submitted through forms, surveys or feedback requests
- Website usage information, such as device information, browser information, IP address, cookies and similar technologies where applicable

We aim to collect only the information reasonably necessary for the purpose for which it is being collected.

2. Why We Collect and Use Personal Information

We may collect and use personal information to:

- Register athletes and participants in programs, classes, camps and events

- Determine appropriate supports, accommodations or modifications
- Promote the health, safety and well-being of participants
- Respond appropriately in an emergency
- Communicate with athletes, families, caregivers, volunteers, staff, donors and supporters
- Manage attendance, waitlists, scheduling and program administration
- Coordinate volunteers and staff
- Process donations, sponsorships, registrations and payments
- Issue charitable tax receipts where applicable
- Organize fundraising campaigns, community events and charitable activities
- Respond to inquiries and requests
- Maintain organizational, financial, insurance and administrative records
- Fulfil reporting requirements for grants, funders and charitable activities
- Evaluate and improve our programs, services and accessibility
- Share organizational updates and information about programs, events or fundraising opportunities where appropriate
- Maintain the security and functionality of our website and online services
- Protect Fierce N Fit, our participants and others from fraud, misuse, safety concerns or other risks
- Meet legal, regulatory, insurance, accounting or other legitimate organizational requirements

Whenever reasonably possible, information used for reports, statistics or impact reporting will be combined or de-identified so that individual participants are not identified.

3. Consent

We obtain consent appropriate to the nature and sensitivity of the personal information being collected, used or disclosed, unless collection, use or disclosure is otherwise permitted or required by law.

Consent may be obtained in writing, electronically, verbally or through another appropriate method depending on the circumstances.

Where appropriate, consent may be provided by a parent, legal guardian, substitute decision-maker or other authorized representative.

Where an individual is capable of providing their own consent, Fierce N Fit will respect that individual's involvement in decisions concerning their personal information.

Consent may be changed or withdrawn by contacting us, subject to legal, safety, insurance, contractual, administrative or other reasonable limitations.

If withdrawing consent would affect our ability to safely provide a program or service, we will explain the potential consequences.

4. Health, Accessibility and Support Information

Fierce N Fit may request health, disability, accessibility, communication or support information when it is reasonably necessary to provide safe and appropriate programming.

This information may include information about:

- Allergies or medical conditions
- Medications where relevant to emergency response
- Mobility or physical limitations
- Communication needs
- Sensory needs
- Behavioural or supervision considerations
- Emergency response information
- Necessary accommodations or program modifications

This information is collected to help us understand how to safely and appropriately support the participant.

Access to sensitive participant information is limited to individuals who reasonably require the information to perform their responsibilities.

5. Photos, Videos and Media

Fierce N Fit may photograph or record programs, classes, camps, events, community outings and other activities.

With appropriate consent, photographs, videos, audio recordings or participant stories may be used for purposes such as:

- Our website
- Social media
- Program and event promotion
- Fundraising campaigns
- Newsletters and organizational communications
- Grant and charitable reporting
- Annual reports
- Educational or community awareness materials
- Sponsor and community partner recognition
- Other materials that support the charitable mission of Fierce N Fit

Media consent is obtained through our registration, consent or waiver process and should be clearly identified.

Participants, parents, guardians or authorized representatives may contact Fierce N Fit if they have questions about media consent or wish to change their media preference for future use.

We will make reasonable efforts to honour changes to media preferences going forward. However, we may not be able to remove photographs, videos or materials that have already been printed, distributed, published, archived or shared by third parties.

Once photographs, videos or other information are publicly posted online or through social media, they may be copied, downloaded or shared by others outside Fierce N Fit's control.

6. How We Protect Personal Information

Fierce N Fit uses reasonable administrative, physical and technical safeguards appropriate to the sensitivity of the personal information in our care.

These safeguards may include:

- Limiting access to personal information based on role and need
- Password-protected systems and accounts
- Secure storage of electronic and paper records
- Using reputable service providers
- Confidentiality expectations and requirements for individuals who have access to personal information
- Reviewing access to sensitive information
- Securely disposing of information when it is no longer required

Staff, coaches, volunteers, contractors and others who are given access to personal information are required to protect its confidentiality and use it only for authorized purposes.

No method of electronic transmission or storage can be guaranteed to be completely secure. We therefore use reasonable safeguards based on the sensitivity of the information and the circumstances.

7. Service Providers and Third Parties

Fierce N Fit may use third-party companies and service providers to help operate our organization.

These may include providers used for:

- Website hosting
- Online registration and forms
- Cloud storage
- Email and communication services
- Donation and fundraising platforms
- Payment processing
- Accounting and bookkeeping
- Payroll
- Event registration and ticketing
- Marketing and communications
- Surveys and program evaluation
- Technology and administrative support

We may provide these service providers with personal information only where reasonably necessary for them to perform services on our behalf.

We expect service providers handling personal information on our behalf to use appropriate safeguards and to handle the information in accordance with their contractual and legal obligations.

Some service providers may store or process information outside Ontario or outside Canada. When information is processed in another jurisdiction, it may be subject to the laws of that jurisdiction and may be accessible to courts, law enforcement agencies or government authorities in accordance with applicable laws.

Third-party websites, platforms and services may also have their own privacy policies and practices. We encourage individuals to review those policies when using those services.

8. When We May Share Personal Information

Fierce N Fit does not sell or rent personal information.

We may disclose personal information:

- With consent
- To service providers performing services on our behalf
- Where reasonably necessary to respond to a medical or safety emergency
- To insurers, legal advisers, accountants or other professional advisers where reasonably necessary
- Where required or permitted by law
- Where necessary to investigate or respond to suspected fraud, misconduct, safety concerns or threats
- Where necessary to protect the rights, safety or property of Fierce N Fit, our participants or others

Information shared with funders, sponsors, community partners or the public will generally be aggregated, anonymized or de-identified unless consent has been obtained to identify an individual.

9. Donations and Payment Information

When you make a donation, purchase, registration payment or other financial transaction, information may be processed through a third-party payment or fundraising provider.

Fierce N Fit may retain information necessary to:

- Confirm transactions
- Maintain accounting records
- Issue charitable tax receipts
- Respond to inquiries
- Meet financial, charitable, legal or regulatory requirements

Payment providers may independently collect or process financial information according to their own privacy policies and security practices.

10. Email and Other Communications

Fierce N Fit may communicate with athletes, families, volunteers, donors, supporters and others regarding programs, events, organizational news, fundraising opportunities or other activities related to our charitable mission.



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Where required, individuals may unsubscribe from promotional electronic communications using the unsubscribe option provided or by contacting us.

Certain administrative, safety, registration, donation or program-related communications may still be necessary when an individual has an active relationship with Fierce N Fit.

11. Website, Cookies and Analytics

Our website and third-party service providers may use cookies and similar technologies to:

- Allow the website to function properly
- Remember certain preferences
- Understand how visitors use our website
- Improve website performance and accessibility
- Help protect the website from misuse or security threats

Your browser may allow you to block or delete cookies. Some website features may not function properly if cookies are disabled.

Our website may contain links to websites or services operated by other organizations. Fierce N Fit is not responsible for the privacy practices, security or content of external websites.

12. Retention and Disposal of Information

Fierce N Fit keeps personal information only for as long as reasonably necessary for the purposes for which it was collected or as required for legal, charitable, financial, insurance, safety or administrative purposes.

Different types of information may have different retention periods.

When personal information is no longer reasonably required, we will take appropriate steps to securely destroy, delete or anonymize it.

13. Accessing or Correcting Personal Information

Individuals may contact Fierce N Fit to request access to personal information we hold about them or to request that inaccurate or incomplete information be corrected.

We may need to verify identity or authority before providing access or making changes.

In some circumstances, access may be limited or refused where permitted or required by law, where disclosure would reveal personal information about another person, or where another legitimate restriction applies.

Parents, guardians or authorized representatives may make requests on behalf of an individual where they have the appropriate authority to do so.

14. Privacy Incidents and Breaches

If Fierce N Fit becomes aware of a loss, unauthorized access, unauthorized use, unauthorized disclosure or other privacy incident involving personal information, we will take reasonable steps appropriate to the circumstances.

These steps may include:

- Containing the incident
- Investigating what occurred
- Assessing the information involved and potential risks
- Taking steps to prevent a similar incident from occurring again
- Notifying affected individuals where appropriate
- Notifying authorities or other parties where required by law

15. Questions, Concerns or Privacy Requests

Fierce N Fit has designated responsibility for privacy matters within the organization.

Questions, concerns, requests to access or correct personal information, or questions about how personal information is handled may be directed to:

Privacy Officer

Fierce N Fit Special Needs Charitable Organization

Email: info@fiercenfitboxing.com

Website: www.fiercenfitboxing.com

We will make reasonable efforts to respond to privacy questions and concerns appropriately.

16. Changes to This Privacy Policy

Fierce N Fit may update this Privacy Policy from time to time to reflect changes to our programs, organizational practices, technology, service providers or applicable requirements.

The most current version will be posted on our website with the date it was last updated.

Where a change materially affects how personal information is collected, used or disclosed, we will take additional steps to communicate the change or obtain consent where appropriate.

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