

# Privacy Policy

Fierce N Fit Special Needs Charitable Organization and Fierce N Fit Boxing are committed to protecting the privacy, dignity, and personal information of all participants, families, volunteers, staff, donors, and supporters. This Privacy Policy outlines how personal information is collected, used, safeguarded, and disclosed across all programs, services, and events.

## Scope of This Policy

This policy applies to all Fierce N Fit activities, including regular training programs, classes, camps, demonstrations, fundraisers, competitions, private ticketed events, and special community events. It also applies to information collected through our website, registration forms, consent forms, ticketing platforms, and communications.

## Collection of Personal Information

We collect only the personal information necessary to safely and effectively operate our charitable programs and events. This may include names, contact details, emergency contacts, medical or accessibility information, consent forms, and registration details.

Information is collected directly from participants or their parents or guardians and is used solely for identified purposes related to program delivery, safety, administration, fundraising, and charitable reporting.

## Use of Personal Information

Personal information is used only for purposes that a reasonable person would consider appropriate in the circumstances, including

- Ensuring participant safety and accessibility
- Administering programs and events
- Communicating with participants and families
- Meeting legal, regulatory, and charitable reporting obligations
- Improving program quality and community impact

Personal information is not sold, traded, or used for unrelated commercial purposes.

## Ontario Privacy and Charitable Compliance Alignment

Fierce N Fit Special Needs Charitable Organization and Fierce N Fit Boxing comply with applicable Ontario and Canadian privacy laws and principles governing charitable organizations, including the Personal Information Protection and Electronic Documents Act and recognized Ontario privacy standards.

Personal information is collected only for identified and legitimate purposes and is limited to what is necessary. Appropriate administrative and technical safeguards are used to protect personal information from unauthorized access, use, or disclosure. Information is retained only for as long as required to fulfill its intended purpose or to meet legal and regulatory obligations.

Personal information is disclosed only with informed consent, where required by law, or where necessary to protect the safety and well being of participants. Particular care is taken when handling information related to individuals with disabilities, including health and accessibility information, to ensure dignity, confidentiality, and respect at all times.

The organization remains accountable for personal information under its control and responds promptly to requests regarding access, correction, or privacy concerns.

## **Photography, Video, and Media Use**

Photography and video recording may occur during programs and events for charitable, educational, promotional, and reporting purposes. Images and recordings may be used on our website, social media platforms, grant applications, reports, newsletters, and other organizational communications.

Special care is taken when capturing and sharing images of individuals with disabilities. Media is selected and presented respectfully and in a manner that reflects inclusion, dignity, and community impact.

Where required, consent is obtained through registration or media release forms. Individuals who do not wish to be photographed or recorded must notify staff or organizers in advance.

## **Private Events and Restricted Access**

Some Fierce N Fit events are private and ticketed, with attendance limited to registered participants and approved guests. Unauthorized access, recording, reproduction, or distribution of images, video, or personal information from private events is strictly prohibited.

## **Third Party Use and Prohibited Conduct**

Any downloading, recording, surveillance, scraping, reuse, or distribution of Fierce N Fit media or participant information for investigative, commercial, or unauthorized purposes is prohibited. This includes any use that compromises privacy, dignity, or misrepresents individuals or the organization.

## **Website Use and Online Content**

Our website contains images, videos, and stories shared for charitable and informational purposes. Website content may not be copied, republished, or misused in any manner that violates privacy, dignity, or applicable laws.

## Access, Corrections, and Privacy Concerns

Individuals may request access to their personal information or request corrections where appropriate. Privacy questions or concerns may be submitted through our official website contact form or by email. All inquiries are taken seriously and addressed promptly and respectfully.

## Policy Updates

This Privacy Policy may be updated periodically to reflect changes in programs, legal requirements, or best practices. Updates will be posted on our website.