

Can a prospective employer seek a reference from someone not listed on the resume?

Do the rules differ if the hiring is internal (e.g. in a large company having more than one division or branch)?

Can an employer continue to have a policy that it will only collect or give references with consent?

What if a job applicant asks to see the reference that was given about him or her?

Security and credit checks:

Can a prospective employer request a security check? A credit check?

Pre-employment testing:

Can a prospective employer request medical information about a job candidate or ask the candidate to submit to a medical, physical or psychological examination?

What about pre-employment drug or alcohol testing?

If permitted to collect the information, how should the organization manage this information?

PIPA and unions in the hiring process:

How do the personal information rules under PIPA apply to hiring done in a union hall?

How does PIPA apply to a union if there is a union representative on the hiring committee?

Do the hiring practices of an employer have to be consistent with the terms and conditions of employment in a collective agreement?

Can a union assist prospective employees to challenge the hiring practices of an employer?

Employee information and the sale of a business:

What limitations are placed on the employee information that a potential purchaser of a business can acquire from a vendor prior to committing to a purchase?

Additional questions:

What if a job candidate volunteers personal information about other individuals during the hiring interview?

What is the duty of the prospective employer regarding the accuracy and completeness of the personal information collected about a job candidate?

What can an individual do if he or she is aware that an employer has disclosed inaccurate personal information in a reference?

What are the obligations of the prospective employer to safeguard the personal information of job candidates?

How long must the prospective employer retain the personal information about the job candidates?

What is the interaction between PIPA and human rights legislation and labour legislation?

Resources

Office of the Information and Privacy
Commissioner of Alberta:
see *PIPA Q&As* and *PIPA Investigation Reports*
www.oipc.ab.ca

Office of the Information and Privacy
Commissioner for British Columbia:
see *PIPA and the Hiring Process (FAQs)*
www.oipc.bc.ca

Access and Privacy Branch,
Alberta Government Services:
see *Information Sheet 5: Personal Employee Information and FAQs: Workplace*
www.pipa.gov.ab.ca