

PMHA Privacy Policy (Updated 2025)
Pembroke Minor Hockey Association (PMHA)

PMHA is committed to protecting the personal information of all participants, including players, parents/guardians, coaches, officials, volunteers, and other stakeholders. We uphold your right to privacy and manage personal information in accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA) and applicable Ontario privacy laws.

1. Collection of Personal Information

PMHA collects personal information for the primary purpose of organizing, administering, and delivering minor hockey programming. This includes:

- **Player name, date of birth, address, gender, and contact information**
- **Parent/guardian names and contact information**
- **Medical information necessary for player safety (with consent)**
- **Team affiliations and hockey history**
- **Volunteer and team official applications (including background screening)**

Personal data is collected only when necessary and with informed consent, whether implicit or explicit, as required by law.

2. Use of Personal Information

Personal information is used for:

- **Verifying player eligibility (e.g., age, residence, level of play) in accordance with Hockey Canada and Hockey Eastern Ontario (HEO) regulations**
- **Registering players and volunteers**
- **Emergency contact and health/safety purposes**
- **Communication of league-related information**
- **Organizing team rosters and events**
- **Compliance with insurance and risk management requirements**

We do not sell, trade, or rent personal information to third parties.

We do not use personal information for commercial marketing purposes.

3. Disclosure and Safeguarding of Information

Team officials must adhere strictly to this privacy policy. The sharing of team lists, contact information, or any personal data outside of PMHA is prohibited, unless required by law or with the express written consent of the individual(s) involved.

PMHA employs reasonable security measures—physical, organizational, and technological—to protect personal information from unauthorized access, disclosure, loss, or misuse.

4. Use of Photos and Media

Photos posted on the PMHA website or social media platforms are provided by team officials or volunteers and used to highlight team achievements and community spirit.

If you do not wish for your child's image or name to appear in any PMHA publications, website, or social media, please contact the President at:

✉ president@pembrokeminorhockey.com

5. Your Privacy Rights

Under Canadian privacy laws, individuals have the right to:

- **Access their personal information held by PMHA**
- **Request correction of inaccurate or incomplete information**
- **Withdraw consent (subject to legal or contractual obligations)**
- **File a complaint with the Privacy Commissioner of Canada, if needed**

If you have questions or concerns regarding how PMHA collects, uses, or discloses personal information, or wish to make a privacy request, please contact:

✉ president@pembrokeminorhockey.com