



Privacy, Terms and Conditions

Privacy

Connex Health, staff and advisory board members are committed to respecting the personal privacy of individuals who visit our website. Our privacy policy can be summarized as follows:

- All of your personal information is protected under the federal *Personal Information Protection and Electronic Documents Act (PIPEDA)*. If you have any questions about your personal information, you may contact our privacy officer; Denise Balch at denisebalch@connexhc.com or 905 220 4260.
- While this site has employed an SSL level of security to safeguard against malicious activity, the security of this and any other website is never completely secure. Do not disclose unnecessary confidential information about yourself on this site. If you believe there has been any malicious activity because of your visit to our site, please notify our privacy officer immediately.
- You may be asked to provide personal information (name, company name, title, phone and email address) when you are added to our mailing list for events or for membership registration. This information is not distributed to any external organization or individual, and is only reviewed by those noted above for ensuring the accuracy of our database. This occurs on an annual basis.
- If we have any questions about the accuracy of your personal information we may contact you by phone or email and leave you a confidential message.
- When you register for an event you are linked to a secure Pay Pal site where you will enter your personal information including credit card details. Connex, staff and advisory board members are NOT privy to your credit card information, only that you have registered for an event or signed up as a member. If you prefer to pay by cheque or on site, please contact Denise Balch at denisebalch@connexhc.com or 905 220 4260.
- If you complete our online or hard copy event feedback questions we will ask you to provide your name, email address and phone number. This is optional and this information will not be distributed to anyone outside of Connex Health staff.
- Connex Health and any software that we use for event registration or payment may use "cookies" to facilitate your website experience. Disabling this may limit your ability to navigate our site or other sites.

Questions or comments regarding this policy, or the administration of PIPEDA should be directed to Denise Balch at denisebalch@connexhc.com or 905 220 4260.

Copyright/Permission to Reproduce

Materials on this web site were produced and/or compiled by Connex Health for the following purposes:

- Communicating information regarding upcoming events and education programs, including registration fees and online registration
- Links to employee benefits and private healthcare documents, including published articles, research reports and documents issued by the Governments of Ontario and/or Canada and agencies thereof, plus not for profit groups, that are publicly available
- Member services, that includes
 - newsletters containing subjective commentaries for Canadian users
 - an 'Ask the Expert' question and answer section visible to members

Connex has made reasonable effort to ensure the accuracy of the information on this site, we cannot guarantee the accuracy of posted content or of expert responses on this site. Users should exercise their own due diligence before using or distributing any materials obtained through or on this site in whole or in part.

Users may use or reproduce information from our events or available on this site, provided that:

- When presentations, newsletters or documents are distributed to third parties, users should ensure that the complete document, including the title and author are recognized
- Indicate that the presentation, newsletter or document has been obtained from Connex Health Consulting.

Reproduction of Logos and Branding

The Connex, Connex Health, Benefits Breakfast Club and Benefits and Private Healthcare Associate logos may not be reproduced, copied or otherwise used without the express written permission of Denise Balch, president and principal consultant. You can reach her at denisebalch@connexhc.com or by calling 905 220 4260.

Commercial Reproduction

Reproduction of multiple copies of newsletters and other materials on this site, in whole or in part, for the purposes of commercial redistribution is prohibited except with written permission from Denise Balch. You may contact her by email or phone as noted above.

Third-party Materials

Some of the materials and graphics or branding on the Connex site are subject to copyrights held by other organizations. The use of these is restricted and Connex Health is in no way authorized to grant permission for their use other than on the Connex site. Users should apply for permission for the rights to use graphics or branding from their source prior to reproducing them.

Hyperlinks

Users of this site should be aware that the links provided by us on this site, particularly in Members Only content, are not under our control and are provided solely for information and the convenience of our users. Connex is not responsible for the accuracy or credibility of the content on these sites.

Comments and Interaction

Please be professional and respectful in any email to Connex, online communication with or about Connex, in any posts on the 'Ask the Expert' page of the Connex site, as well as in session feedback and evaluations.

Connex reserves the right to remove or block content, remove from our mailing list and rescind membership from any person or organization that communicates or posts inappropriate comments or engages in appropriate dialogue to or about Connex, including through any social media sites such as Twitter, Facebook and LinkedIn. This includes content that, in the sole opinion of Connex:

- Could be considered damaging to the reputation of Connex, our staff or members of our advisory boards in their capacity with Connex
- Is offensive, coarse, abusive, or is inappropriate or inflammatory language
- Is inaccurate or false
- Could be considered racist, sexist, homophobic or insulting
- Advocates or threatens illegal activity according to the Canadian law
- Does not add to the flow of dialogue and discussion
- Is repetitive or could be considered spam
- Promotes or advertises one organization(s)
- Is contrary to the principles of the *Canadian Charter of Rights and Freedoms*

Copyright

Information that we post is subject to the *Copyright Act*.

Questions?

Contact Denise Balch at denisebalch@connexhc.com or call 905 220 4260.