March 1, 2019

Re: Request for access to information under Part 2 of The Freedom of Information and Protection of Privacy Act: Application Number 19 01 96

On January 31, 2019, the City of Winnipeg received the following request for access from you:

I would like to obtain a copy of the staff directory for the City of Winnipeg with work-related contact information (staff name, title, department, work phone number, work e-mail address). If this is information is not maintained as a single directory, I would like a separate directory for each department. I am not requesting any personal information that is protected by confidentiality. This is basic work-related contact information only. In the interest of transparency, a list of the regular permanent employees in each department (name and title) should be maintained on the City’s public web site.

The City has chosen to receive requests for services and information through 311, which can be accessed in a variety of ways, https://winnipeg.ca/interhom/311Online/contact311/default.htm.

The City's electronic employee directory is used internally. It is not be possible for us to disclose the City's internal employee directory because employees have not been consulted individually on publishing their personal information. Without being given the opportunity to opt out, there is no feasible way for us to identify and sever information subject to a mandatory exception under the Act due to the way the directory was compiled and is maintained. Accordingly, access is refused.

**Disclosure harmful to a third party’s privacy**

17(1) The head of a public body shall refuse to disclose personal information to an applicant if the disclosure would be an unreasonable invasion of a third party’s privacy.

**Determining unreasonable invasion of privacy**

17(3) In determining under subsection (1) whether a disclosure of personal information not described in subsection (2) would unnecessarily invade a third party's privacy, the head of a public body shall consider all the relevant circumstances including, but not limited to, whether

(d) the disclosure may unfairly expose the third party to harm;

Section 17(1) is a mandatory exception that protects the privacy of third parties and, in this case, it is used in conjunction with section 17(3)(d) which is intended to protect third parties from possible harm that the disclosure could cause.

Section 59(1) of the Act provides that you may make a complaint about this decision to the Manitoba Ombudsman. You have 60 days from the receipt of this letter to make a complaint on the prescribed form to the Manitoba Ombudsman (Mail: 750-500 Portage Avenue, Winnipeg MB R3C 3X1; Telephone 204-982-9130 or 1-800-665-0531).
If you have any questions, please call me at (204) 986-3141.

Sincerely,

Denise Jones
Access and Privacy Coordinator