## Janus Associates Privacy and Confidentiality Policy

Janus Associates is committed to providing the highest standards of confidentiality, privacy and data security to protect the personal information of our clients. We are governed with respects to confidentiality by the various professional colleges in Alberta such as the Alberta College of Social Work and the College of Alberta Psychologists. This means that your counselling professional cannot release any information, including whether you attend or not, without your express written consent. Only in matters of danger such as danger to self, a child, or others; or by court subpoena, can information be released without your consent.

JANUS ASSOCIATES follows the guidelines set out by Employee Assistance Standards of North America (EASNA) in their code of ethical practice.