

**Village of Mount Prospect Identity Protection Policy
With Regard to the Collection, Use, Disclosure and
Protection of Individuals' Social Security Numbers
Amended July 17, 2012**

This Village of Mount Prospect Policy with Regard to the Collection, Use, Disclosure and Protection of Individuals' Social Security Numbers is intended to comply with the Illinois Identity Protection Act, 5 ICLS 179/1 et seq.

1. Definitions:

- A. "Policy" means this Village of Mount Prospect Policy with Regard to the Collection, Use, Disclosure and Protection of Individuals' Social Security Numbers.
- B. "Act" means the Identity Protection Act, 5 ICLS 179/1 et seq., created by Public Act 96-0874.
- C. "Village" means the Village of Mount Prospect, Cook County, Illinois.

2. Prohibited Activities:

- A. No officer or employee of the Village shall do any of the following:
 - (1) Intentionally communicate or otherwise intentionally make available to the general public, in any manner, an individual's social security number.
 - (2) Print an individual's social security number on any card required for the individual to access products or services provided by the Village.
 - (3) Require an individual to transmit his or her social security number over the Internet, unless the connection is secure or the social security number is encrypted.
 - (4) Print an individual's social security number on any materials that are mailed to the individual, through the U.S. Postal Service, any private mail service, electronic mail or any similar method of delivery, unless State or federal law requires the social security number to be on the document to be mailed. Notwithstanding any provision in this subsection to the contrary, social security numbers may be included in applications and forms sent by mail, including, but not limited to, any material mailed in connection with the administration of the Unemployment Insurance Act, any material mailed in connection with any tax administered by the Illinois Department of Revenue, and documents sent as part of an application or enrollment process or to establish, amend or terminate an account, contract or policy or to confirm the accuracy of the social security number. A social security number that may permissibly be mailed under this subsection may not be printed, in whole or in part, on a

postcard or other mailer that does not require an envelope, or be visible on an envelope without the envelope having been opened.

B. Except as otherwise provided in this Policy, no officer or employee of the Village shall do any of the following:

- (1) Collect, use or disclose a social security number from an individual, unless:
 - (i) required to do so under State or federal law, rules or regulations, or the collection, use or disclosure of the social security number is otherwise necessary for the performance of that officer's or employee's official duties and responsibilities;
 - (ii) the need and purpose for the social security number is documented before collection of the social security number; and
 - (iii) the social security number collected is relevant to the documented need and purpose.
- (2) Require an individual to use his or her social security number to access an Internet website.
- (3) Use the social security number of an individual for any purpose other than the purpose for which it was collected.

C. The prohibitions in subsection B. above do not apply in the following circumstances:

- (1) The disclosure of social security numbers to agents, employees, contractors or subcontractors of the Village, or disclosure to another governmental entity or its agents, employees, contractors or subcontractors, if disclosure is necessary in order for the Village to perform its duties and responsibilities; and, if disclosing to a contractor or subcontractor, prior to such disclosure, the officer or employee of the Village must first receive from the contractor or subcontractor a copy of the contractor's or subcontractor's policy that sets forth how the requirements imposed under this Policy on the Village, to protect an individual's social security number, will be achieved.
- (2) The disclosure of social security numbers pursuant to a court order, warrant or subpoena.
- (3) The collection, use or disclosure of social security numbers in order to ensure the safety of:
 - (i) Village employees;

- (ii) persons committed to correctional facilities, local jails and other law-enforcement facilities or retention centers;
 - (iii) wards of the State; and
 - (iv) all persons working in or visiting a Village facility.
 - (4) The collection, use or disclosure of social security numbers for internal verification or administrative purposes.
 - (5) The collection or use of social security numbers to investigate or prevent fraud, to conduct background checks, to collect a debt, to obtain a credit report from a consumer reporting agency under the federal Fair Credit Reporting Act, to undertake any permissible purpose that is enumerated under the federal Gramm Leach Bliley Act, or to locate a missing person, a lost relative or a person who is due a benefit, such as a pension benefit or an unclaimed property benefit.
 - D. Any previously adopted standards of the Village, for the collection, use or disclosure of social security numbers, that are stricter than the standards under this Policy with respect to the protection of those social security numbers, shall, in the event of any conflict with the provisions of this Policy, control.
3. Public Inspection and Copying of Documents:
- Notwithstanding any other provision of this Policy to the contrary, all officers and employees of the Village must comply with the provisions of any other State law with respect to allowing the public inspection and copying of information or documents containing all or any portion of an individual's social security number. All officers and employees of the Village must redact social security numbers from the information or documents before allowing the public inspection or copying of the information or documents, as such information is exempt from disclosure under the Freedom of Information Act, pursuant to 5 ILCS 140/7(1)(b) as "private information, " as defined by 5 ILCS 140/2(c-5).
4. Applicability:
- A. This Policy does not apply to the collection, use or disclosure of a social security number as required by State or federal law, rule or regulation.
 - B. This Policy does not apply to documents that are required to be open to the public under any State or federal law, rule or regulation, applicable case law, Supreme Court Rule or the Constitution of the State of Illinois.
5. Compliance with Federal Law:
- If a federal law takes effect requiring any federal agency to establish a national unique patient health identifier program, the Village's compliance with said program shall not be deemed a violation of this Policy or the Act.

6. Embedded Social Security Numbers:

No officer or employee of the Village may encode or embed a social security number in or on a card or document, including, but not limited to, using a bar code, chip, magnetic strip, RFID technology or other technology, in place of removing the social security number as required by this Policy.

7. Identity-Protection Requirements:

- A. All officers and employees of the Village, identified as having access to social security numbers in the course of performing their duties, shall receive training in regard to protecting the confidentiality of social security numbers. Said training shall include instructions on the proper handling of information that contains social security numbers from the time of collection through the destruction of the information.
- B. Only officers and employees of the Village who are required to use or handle information or documents that contain social security numbers shall have access to such information or documents.
- C. Social security numbers requested from an individual shall be provided in a manner that makes the social security number easily redacted if required to be released as part of a public records request.
- D. Statement of Purpose
 - 1. When collecting a social security number, or upon request by the individual providing the social security number, a statement of the purpose or purposes for which the Village is collecting and using the social security number shall be provided.
 - 2. The statement of purpose shall also inform the individual whether disclosure is mandatory or voluntary, and by what statutory or other authority the social security number is solicited, as required by the federal Privacy Act of 1974, 5 USC 552(a).
 - 3. The format for such statement of purpose is attached as Attachment 1 to this Policy.
- E. The federal Privacy Act also prohibits the Village from denying an individual any right, benefit, or privilege provided by law because the individual refuses to disclose his/her social security account number, unless required by federal statute or the disclosure is to a local agency maintaining a system of records in existence before January 1, 1975, where required by statute or regulation to verify the identity of an individual. Therefore, an individual will not be denied any right, benefit or privilege provided by law because he or she refuses to disclose his/her social security number unless disclosure is required by federal law.

- F. A written copy of this Policy and any amendments thereto shall be filed with the Village Board within thirty (30) days after approval of this Policy or any amendments thereto.
 - G. The Village Manager shall make sure that all officers and employees of the Village are aware of the existence of this Policy, and shall make a copy of this Policy available to each officer and employee. If the Village amends this Policy, then the Village Manager shall advise all officers and employees of the Village of the existence of the amended Policy, and shall make a copy of the amended Policy available to each officer and employee of the Village.
 - H. The Village shall make this Policy available to any member of the public, upon request.
8. Violation:
- Any person who intentionally violates the prohibitions in Section 10 of the Act (which are set forth in Sections 2.A. and 2.B. of this Policy) shall, pursuant to the Act, be guilty of a Class B misdemeanor.
9. This Policy does not supersede any more restrictive law, rule or regulation regarding the collection, use or disclosure of social security numbers.

ATTACHMENT 1
STATEMENT OF PURPOSE(S)
FOR WHICH THE VILLAGE OF MOUNT PROSPECT IS
COLLECTING AND USING A SOCIAL SECURITY NUMBER

What does the Village of Mount Prospect do with your Social Security Number?

The Illinois Identity Protection Act, 5 ILCS 179/1 *et seq.*, requires local governments to implement an Identity Protection Policy that includes a statement of the purpose for requesting and using an individual's Social Security number (SSN).

Why do we collect your Social Security number?

You are being asked for your SSN for one or more of the following reasons:

[For staff use: Identify the specific purpose(s) and supporting information]

M means mandatory; **V** means voluntary*.

- ☐ Employment (May be used for internal verification and administrative purposes unless prohibited by law)
 - ☐ Tax-related: **V** pursuant to state and federal laws/regulations, e.g.,
8 CFR 274a.2 (I-9); 20 CFR 422.114 (W-2); 86 Ill. Adm. Code 100.7200 (W-2);
See IRS Publication 15, Employer's Tax Guide; _____
 - ☐ Background: **V** pursuant to Village policy & Illinois Employee Credit Privacy Act, 820 ILCS 70/1 *et seq.*;
 - ☐ Employment benefits, e.g., health insurance: **V** pursuant to 3rd party requirements.
- ☐ Law enforcement investigation - Case No: _____ : **V**, pursuant to 720 ILCS 5/16-30 or such other state/federal laws related to identity theft.
- ☐ Grant/loans using state/federal funds: **V** pursuant to state and federal laws/regulations, e.g.,
_____ (Cite Applicable Statute Or Regulation)
- ☐ Other: _____, pursuant to _____ **V/M** (circle as applicable)

* If voluntary, the failure to provide a Social Security Number may result in the inability to process a request or finalize employment processing (to the extent not prohibited by law).

What do we do with your Social Security number?

We will only use your SSN for the purpose for which it was collected or as otherwise required by law. We will not:

- ☐ Sell, lease, loan, trade, or rent your SSN to a third party for any purpose;
- ☐ Publicly post or publicly display your SSN;
- ☐ Print your SSN on any card required for you to access our services;
- ☐ Require you to transmit your SSN over the Internet, unless the connection is secure or your SSN is encrypted; or
- ☐ Print your SSN on any materials that are mailed to you, unless State or Federal law requires that number to be on documents mailed to you, or unless we are confirming the accuracy of your SSN.

Questions or Complaints about this Statement of Purpose:

Village Manager, Village of Mount Prospect, 50 South Emerson Street, Mount Prospect, Illinois 60056, 847-818-5300.