

Cradle-to-Career Data System

Personally Identifiable Information Definition

Personally Identifiable Information (PII) is information, in any medium (paper, electronic, or verbal) that alone, or in combination with other information, is linked or linkable to a specific individual in a manner that would allow a reasonable person in the community to be able to identify that individual with reasonable certainty.

PII includes, without limitation, the following whether in full or in variation:

- name, parent's name, mother's maiden name;
- social security number, driver's license number, student identification numbers;
- vehicle identifiers and serial numbers, including license plate numbers;
- home/mailing address, location of residence (including full zip code), telephone number, fax numbers, email addresses;
- financial matters²;
- employment history;
- enrollment and education status³;
- medical insurance policy number;
- Protected Health Information (PHI)⁴,
- device identifiers and serial numbers, Web Universal Resource Locators (URLs), Internet Protocol (IP) addresses;
- personal characteristics that describe an individual (e.g., age, gender, race, ethnicity, language spoken, physical description, sexual orientation, gender identity);
- biometric identifiers, including finger and voice prints, full-face photographs and any comparable images;
- all elements of dates (except year) for dates that are directly related to an individual, including birth date, admission date, discharge date, death date, and all ages over 89 and all elements of dates (including year) indicative of such age;
- any other unique identifying number, characteristic, or code linked or linkable to an individual; and
- Information that is subject to protection under any California or federal statute or regulation because it is personally identifiable, as such statute or regulation may be interpreted by the agency responsible for its implementation or by any judicial opinion issued by a court of competent jurisdiction.

¹ "Physical description" comes from [Government Code section 11015.5\(d\)\(1\)](#). It can mean race/ethnicity and it can also mean an actual description such as height, weight, tattoos, eye color, etc.

² "Financial matters" comes from [Government Code section 11015.5\(d\)\(1\)](#). This would usually be related to bank account number, payment amounts, security codes, income.

³ "Education" comes from section [Government Code section 11015.5\(d\)\(1\)](#).

⁴ Protected Health Information has the meaning defined in [45 C.F.R. § 160.103](#).