



## DORCHESTER RINGETTE ASSOCIATION

### Confidentiality Policy

#### Purpose

1. The purpose of this Policy is to ensure the protection of Confidential Information that is proprietary to Dorchester Ringette Association.

#### Application of this Policy

2. This Policy applies to all categories of membership defined in the Dorchester Ringette Association Bylaws as well as all individuals volunteering, or engaged in activities with, Dorchester Ringette Association. Persons affected by this Policy include, but are not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, and directors and officers of Dorchester Ringette Association (hereinafter "Dorchester Ringette Association Representatives").

#### Confidential Information

3. The term "Confidential Information" includes, but is not limited to, the following:

a) Personal information of Dorchester Ringette Association Representatives including:

- i. Home address
- ii. Email address
- iii. Personal phone numbers
- iv. Date of birth
- v. Financial information
- vi. Medical history
- vii. Police Vulnerable Sector Checks

b) Dorchester Ringette Association intellectual property, proprietary information, and business related to Dorchester Ringette Association programs, fundraisers, procedures, business methods, forms, policies, marketing and development plans, advertising programs, creative and training materials, trade secrets, knowledge, techniques, data, products, technology, computer programs, manuals, registration lists, software, financial information, and information that is not generally or publicly known or distributed.

4. Confidential Information does not include the following: name, title, business address, work telephone number, or any other information widely available or posted publicly.

5. Dorchester Ringette Association Representatives voluntarily publishing or consenting to the publication of basic personal information in a public forum (such as the listing of an email address on a website) forfeit the expectation of confidentiality for that personal information for as long as it is available publicly.

#### Responsibilities

6. Dorchester Ringette Association Representatives will not, either during the period of their involvement/employment with Dorchester Ringette Association or any time thereafter, disclose to any person or organization any Confidential Information acquired during their period of involvement/employment, unless expressly authorized to do so.



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7. Dorchester Ringette Association Representatives will not publish, communicate, divulge, or disclose to any unauthorized person, firm, corporation, or third party any Confidential Information without the express written consent of Dorchester Ringette Association.
8. Dorchester Ringette Association Representatives will not use, reproduce, or distribute Confidential Information without the express written consent of Dorchester Ringette Association.
9. All files and written materials relating to Confidential Information will remain the property of Dorchester Ringette Association and, upon termination of involvement/employment with Dorchester Ringette Association or upon request of Dorchester Ringette Association, Dorchester Ringette Association Representative will immediately return all written or tangible Confidential Information, as well as copies and reproductions, and any other media containing Confidential Information.

### **Intellectual Property**

10. Copyright and any other intellectual property rights for all written material (including material in electronic format or posted on a website) and other works produced in connection with employment or involvement with Dorchester Ringette Association will be owned solely by Dorchester Ringette Association, which shall have the right to use, reproduce, or distribute such material and works, in whole or in part, for any purpose it wishes. Dorchester Ringette Association may grant permission for others to use its intellectual property.

### **Enforcement**

11. A breach of any provision in this Policy may be subject to legal recourse, termination of the employment or volunteer position, or sanctions pursuant to Dorchester Ringette Association's *Discipline and Complaints Policy*.

This Policy is subject to review at least once every three years  
Date of last review: May 2016