

**SOFTBALL ONTARIO  
CONFIDENTIALITY AGREEMENT**

WHEREAS \_\_\_\_\_ (the "Representative") is in a leadership position with Softball Ontario by virtue of being a Director, Staff, Officer, Committee Member, Zone Umpire-in Chief, DUIC or Provincial Umpire-in-Chief;

AND WHEREAS by virtue of holding this position the Representative will have access to:

- Confidential information concerning the business and affairs of Softball Ontario,
- Confidential information concerning the business and affairs of Softball Ontario's member associations,
- Confidential information concerning the business and affairs of Softball Ontario sponsors and partners,
- Confidential information pertaining to Board or Committee discussions and deliberations, which are private, and
- Personal and confidential information pertaining to individuals who are members of Softball Ontario or its member associations, including players, umpires, coaches, managers, volunteers, and staff, including medical information,

The Representative hereby agrees the he or she will not, during the term of the Representative's appointment or employment or any time thereafter, disclose to any person or organization any confidential or personal information as described above, unless such disclosure is done with the consent of the individual who is the subject of the information, is done in accordance with Softball Ontario policies, is done in conformance with the Canadian Anti-Doping Program, or is done in accordance with provincial or federal law.

The Representative also understands that a failure to comply with this agreement will give rise to discipline in accordance with Softball Ontario's policies for conduct and discipline, which may in turn lead to sanctions that may include removal from the position, suspension or expulsion from membership, or termination of employment.

The Representative hereby agrees to the above terms.

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Policy Name:** Confidentiality  
**Ratification Date:** February, 2022  
**Review Date:** February, 2025