



Policy Section	Change	Policy Version #	Date Approved	Effective Date
All	Split into Sections	0	August 2020	Sept 1, 2020

15.0 CONFIDENTIALITY POLICY

15.1 Policies

15.1.1 The purpose of this policy is to ensure the protection of Confidential Information that is proprietary to BVRA by making all individuals aware that there is an expectation to act at all times appropriately and consistently with this policy.

15.2 Purpose

15.2.1 The purpose of this policy is to ensure the protection of Confidential Information that is proprietary to BVRA by making all Individuals aware that there is an expectation to act at all times appropriately and consistently with this policy.

15.3 Definitions

15.3.1 These terms will have these meanings in this policy

- “BVRA” - Bow View Ringette Association
- “Individuals” - All individuals engaged in activities within direct control of BVRA, including but not limited to, Directors, Officers, volunteers, employees, coaches, officials, managers and administrators.

15.4 Application of this Policy

15.4.1 This policy applies to all Individuals as defined in the Definitions.

15.5 Responsibilities

15.5.1 Individuals will not, either during the period of their involvement/employment or any time thereafter, disclose to any person or organization any Confidential Information acquired during their period of involvement/employment with BVRA, unless expressly authorized to do so.

15.5.2 Individuals will not publish, communicate, divulge or disclose to any unauthorized person, firm, corporation, third party or parties any Confidential Information or any part thereof, without the express written consent of BVRA.

15.5.3 All files and written materials relating to Confidential Information will remain the property of BVRA and upon termination of involvement/employment with BVRA or upon request of BVRA, the Individual will return all Confidential Information received in written or tangible form, including copies, or reproductions or other media containing such Confidential Information, immediately upon such request.



- 15.5.4 The term “Confidential Information” includes, but it not limited to the following:
- Personal Information collected and retained by BVRA, but not limited to: name, address, e-mail, telephone number, cell phone number, date of birth and financial information;
 - BVRA intellectual property and proprietary information related to the programs, fundraisers, business or affairs of BVRA, including, but not limited to: procedures, business methods, forms, policies, business, marketing and development plans, advertising programs, creative materials, trade secrets, knowledge, techniques, data, products, technology, computer programs, manuals, software, financial information and information that is not generally or publicly known.

15.6 Intellectual Property

- 15.6.1 Copyright and any other intellectual property rights in all written material (including material in electronic format) and other works produced in connection with employment or involvement with BVRA will be owned solely by BVRA, who will have the right to use, reproduce or distribute such material and works, or any part thereof, for any purpose it wishes. BVRA may grant permission for others to use such written material or other works, subject to such terms and conditions as BVRA may prescribe.

15.7 Enforcement

- 15.7.1 A breach of any provision in this policy may give rise to discipline in accordance with BVRA's 18.0 Complaint and Grievance Policy or legal recourse.