

ROWING BC Confidentiality Policy

Purpose

1. The purpose of this Policy is to ensure the protection of Confidential Information that is proprietary to Rowing BC.

Application of this Policy

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

Confidential Information

3. The term "Confidential Information" includes, but is not limited to, the following:
 - a) Personal information of Rowing BC 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) Rowing BC intellectual property, proprietary information, and business related to Rowing BC 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. Rowing BC 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. Rowing BC Representatives will not, either during the period of their involvement/employment with Rowing BC 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.
7. Rowing BC 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 Rowing BC.
8. Rowing BC Representatives will not use, reproduce, or distribute Confidential Information without the express written consent of Rowing BC.
9. All files and written materials relating to Confidential Information will remain the property of Rowing BC and, upon termination of involvement/employment with Rowing BC or upon request of Rowing BC, Rowing BC

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 Rowing BC will be owned solely by Rowing BC, which shall have the right to use, reproduce, or distribute such material and works, in whole or in part, for any purpose it wishes. Rowing BC 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 Rowing BC's *Discipline and Complaints Policy*.