



BOWLS CANADA BOULINGRIN

Confidentiality Policy

Purpose

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

Application of this Policy

2. This policy applies to all categories of membership defined in the BCB bylaws, as well as all individuals employed (including contract personnel) by or engaged in activities with BCB, including but not limited to, directors, officers, volunteers, athletes, coaches, officials, members, and administrators (hereinafter “BCB Representatives”).

Responsibilities

3. BCB Representatives 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, unless expressly authorized to do so by BCB.
4. BCB Representatives will not publish, communicate, divulge or disclose to any unauthorized person, firm, corporation, third party or parties any Confidential Information, without the express written consent of BCB.
5. BCB Representatives will not use, reproduce or distribute such Confidential Information or any part thereof, without the express written consent of BCB.
6. All files and written materials relating to Confidential Information of BCB will remain the property of BCB and upon termination of involvement/employment with BCB or upon request of BCB, the BCB Representative 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.
7. The term “Confidential Information” includes, but it not limited to the following:
 - a) Personal information of BCB Representatives, including but not limited to their respective, name, address, e-mail, telephone number, cell phone number, date of birth and financial information;
 - b) BCB intellectual property and proprietary information related to the programs, fundraisers, business or affairs of BCB and any of its divisions, 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.

Intellectual Property

8. 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 BCB will be owned solely by BCB, who will have the right to use, reproduce or distribute such material and works, or any part thereof, for any purpose it wishes. BCB may grant permission for others to use such written material or other works, subject to such terms and conditions as BCB may prescribe.

Enforcement

9. A breach of any provision in this policy may give rise to discipline in accordance with BCB's Discipline and Complaints policy or legal recourse.