



**SLO-PITCH ONTARIO ASSOCIATION ("SPO")
CONFIDENTIALITY & CONDUCT AGREEMENT**

WHEREAS the Member (the "Representative") is in a position of leadership with Slo-Pitch Ontario Association (hereinafter called "SPO") by virtue of being a Director, Officer, Committee Member, Zone Director, Provincial Umpire-in-Chief, Zone Umpire-in-Chief, Deputy Umpire-in-Chief, Umpire or Tournament Director;

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

- Confidential information concerning the business and affairs of SPO,
- Confidential information concerning the business and affairs of SPO's member associations,
- Confidential information concerning the business and affairs of SPO 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 SPO or its member associations, including players, umpires, coaches, managers, volunteers and staff, including medical information.

The Representative hereby agrees that 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 SPO policies, is done in conformance with the Canadian Anti-Doping Program, or is done in accordance with provincial or federal law.

The Representative acknowledges having read and understood the SPO Conflict of Interest Policy.

The Representative hereby agrees to follow the SPO Zone Director's Guidelines and Responsibilities and to conduct themselves in a respectable manner at all times in their service to SPO and its members, including but not limited to:

- Demonstrating through words and actions the spirit of sportsmanship, sports leadership and ethical conduct;
- treat others with respect and refrain from negative and disparaging remarks or conduct;
- Avoid and reject the non-medical use of drugs or use of performance-enhancing drugs or methods;

- Refrain from behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group which is offensive, racist, sexist, degrading or malicious;
- Refrain from any behaviour that constitutes sexual harassment where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidation, hostile or offensive environment;

Furthermore, the Representative agrees to submit to a Police Records Check if requested by the SPO Board of Directors in accordance with Softball Ontario's Policy and Procedures and understands that failure to participate in the Police Records Check as outlined in the Softball Ontario's Policy Manual will result in the ineligibility to volunteer with SPO.

The Representative also understands that a failure to comply with this Agreement may give rise to discipline in accordance with SPO'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.

The Representative understands that the term of this agreement is for a period of one (1) year from the date submitted and renewable each year.

By electronic submission of this form, the Representative hereby certifies having read and understood the above statements, is in agreement with them, and shall adhere to all requirements contained in this Agreement or as may be otherwise directed in writing by SPO during any term as a SPO volunteer.

Policy Name: Confidentiality & Conduct Agreement

Policy Number: SPOCCA-001

Version Control: November 25, 2016

Ratification Date: November 25, 2016

Review Date: November 25, 2016