

Schedule XI - Confidentiality and Non-Disclosure Policy

Purpose. To protect sensitive, proprietary, and personal information obtained through participation in or service to USA Dodgeball Inc. ("USAD"). This policy ensures that information entrusted to USAD is used only for legitimate organizational purposes and not disclosed without authorization.

Scope. Applies to all Directors, Officers, committee members, employees, contractors, volunteers, event officials, athletes, and any other person granted access to non-public USAD information ("Covered Persons").

Definition of Confidential Information. Includes, but is not limited to:

- Member, athlete, and participant personal data;
- Financial, legal, and contractual documents;
- Internal deliberations, strategy, or disciplinary matters;
- Medical, safety, or investigative records; and
- Any information marked or reasonably understood to be confidential.

Obligations of Covered Persons.

1. Use confidential information only for legitimate USAD business.
2. Do not disclose such information to any third party without express written authorization.
3. Secure all records - physical or electronic - to prevent unauthorized access.
4. Return or destroy confidential materials upon leaving a USAD role or upon request.

Exceptions. Disclosure is permitted when:

- Required by law or valid subpoena (after notifying USAD's Secretary or legal counsel, if possible);
- Necessary for reporting misconduct or safety concerns to law enforcement, the U.S. Center for SafeSport, or child-protection authorities; or
- Authorized in writing by the Board or Executive Director.

Enforcement and Sanctions. Breaches of this policy may result in disciplinary action up to and including termination of role, suspension, or loss of membership, and may expose the violator to civil liability.

Acknowledgment. Each Covered Person shall sign a Confidentiality Agreement substantially in the form attached as Exhibit VI – Confidentiality and Non-Disclosure Agreement Template, acknowledging their understanding and acceptance of this policy.

Recordkeeping. Signed agreements are retained by the Secretary or Executive Director in accordance with Schedule XIX – Retention of Documents.