



# Confidentiality Agreement



Revised January 2023

In consideration of my employment with USA Gymnastics and intending to be legally bound, I hereby agree that:

1. I have read, understand and agree to abide by the USA Gymnastics Ethical Code of Conduct, Safe Sport Policy and the attached "Policy On Confidential Information" (collectively, the "Policies").
2. I understand and agree that if I violate the Policies, USA Gymnastics may terminate my employment with the organization, take legal action against me, and/or impose any other sanction that USA Gymnastics deems appropriate.
3. I understand and agree that in my employment with the organization, I may receive Confidential Information (as defined in the Policy On Confidential Information) from USA Gymnastics or third parties. I have a legal obligation under the Policy on Confidential Information to keep all such information confidential and not distribute such information to unauthorized third parties.
4. I understand and agree that, consistent with such obligations, during my employment and thereafter, I will not use Confidential Information, disclose it to others, or induce or assist others to disclose such information, except in the context of performing my duties in accordance with the Policy on Confidential Information. This includes, but is not limited to, any information I learn or discover in the course of my participation in a USA Gymnastics Safe Sport investigation. My obligation to not disclose or distribute Confidential Information does not apply when I am ordered or required to make such a disclosure pursuant to law, a court order, or a valid subpoena Issued by a court or administrative tribunal of competent jurisdiction.
5. On or before the end of my employment with USA Gymnastics, I will return to USA Gymnastics all items (and all copies of items) containing Confidential Information received by me. My obligation to maintain those confidences shall continue beyond the time my employment terminates.

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Printed Name

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Signature