Shambhala Code of Conduct
Confidentiality Agreement

During all points of the Code of Conduct process it is important that a container of confidentiality is established in order to maintain the integrity of the process, so that it may be conducted in a sensitive and fair manner. This is a protection for everyone involved. If this is not in place, there is a risk of people being the subjects of rumor, social media exposure, shaming and other serious impacts on their lives.

Confidentiality means that the information pertaining to a Code of Conduct process is not disclosed to people who are not involved in that process. Everyone involved in a Code of Conduct process is asked to respect confidentiality.

I, INSERT NAME, AGREE THAT:

- I will not disclose any information that I receive from, or about others pertaining to the concern or complaint, with people who are not involved in the process of resolution.

- I will not disclose any information pertaining to the concern or complaint on social media.

- This Confidentiality Agreement will apply throughout the process of resolving this concern or formal complaint.

- As part of the resolution for each concern or complaint, the Code of Conduct process requires a decision to be made on how confidentiality will continue to apply.

- I understand that if I breach confidentiality, it may be considered misconduct and result in someone raising a concern or filing a formal complaint.

Limits to Confidentiality
This confidentiality agreement only applies to the information pertaining to and the people involved in the internal Shambhala Code of Conduct process.
Signed________________________________
Date__________________________________

Case Reference Name or Number _______________________