

Dear

I am writing to ask if *[the organization]* has a policy or position regarding the use of non-disclosure clauses or agreements – either in relation to settling employment disputes or elsewhere? If so, would you be able to share it with me please?

If you do not have a position, would you be open to a discussion about this subject?

You can find out a bit more about them here: www.ndafree.org/faqs

Perhaps you would be willing to sign the #NDAfree pledge regarding non-disclosure agreements? You can find it here: www.ndafree.org/pledge

Whilst NDAs have a legitimate purpose in protecting intellectual property, they are increasingly being used to keep a wide range of things confidential, often in exchange for payment. In some cases, they are used to conceal abuse – including bullying, discrimination, harassment, sexual abuse or retribution against a whistleblower. More often, they are used to hide more mundane issues such as failures relating to recruitment, performance management, disciplinary processes and conflict management. Whilst there is a need for confidentiality and privacy in organizations, it is my belief that in all these examples NDAs are not an appropriate tool for Christian organizations to be using.

[It would be good to check the stated values of the organization to see if there is anything relevant to the issue of NDAs which you could bring into this letter.]

I appreciate this may not be a current issue for *[the organization]*. However, I would encourage the leadership to have thought about this issue before any situation arises where an NDA may be considered.

Yours,