

The #NDAfree pledge

[Organization/church]

agrees the following:

1. We pledge to never request another party to submit to an NDA and we will not use confidentiality agreements in settlements.*
2. We pledge to always follow policies and due processes such as grievances, whistleblowing, capability and misconduct and to always investigate wrongdoing, even where a settlement agreement is reached.
3. We pledge not to use non-disparagement clauses with employees or volunteers.

For clarity, we will never use an NDA or any other confidentiality restrictions

- with a person making an allegation of misconduct or abuse
- to silence a whistleblower
- to 'close' a conflictual situation
- to protect the powerful as a condition of employment or voluntary service*

Furthermore, we pledge to display our policy for all to see and to lift existing confidentiality clauses from anyone who has signed one with us as part of a settlement agreement, should they wish us to.

* If there is a genuine need to protect intellectual property or personal data, this is exempt from the #NDAfree pledge.

SIGNED

DATE
