

SPECIAL OLYMPICS FLORIDA, INC.
CONFIDENTIALITY, TECHNOLOGY AND CONFLICT OF INTEREST AGREEMENT

As a condition of my employment and/or volunteer service (including the Board of Directors and their committee members), I agree to the following regarding confidentiality and conflict of interest (hereinafter the "Agreement"):

(1) Confidential Information:

I acknowledge that in the course of my work as either an employee or volunteer with Special Olympics Florida, Inc. (SOFL) I may learn of certain confidential and/or proprietary medical, personal and/or financial information, records, and/or data regarding SOFL, its programs, athletes, staff, volunteers, and/or other matters (hereinafter "Confidential Information").

Examples of Confidential Information include, without limitation, medical histories, volunteer and/or athlete personal histories and records, financial information, data regarding SOFL, individual personnel information.

As a condition of my employment and/or volunteer service, I agree to maintain and protect the confidentiality of all such Confidential Information at all times during and after my employment and/or volunteer service. SOFL recognizes that during my employment and/or volunteer service it may be necessary in order for me to fulfill my responsibilities to SOFL to provide Confidential Information to health care professionals, insurance carriers, supervisors, auditors, or others. Disclosure of Confidential Information under those circumstances will not violate this Agreement.

(2) As a volunteer or paid representative of Special Olympics Florida, Inc., I understand that in the course of my duties, if I utilize SOFL's (including its sub-programs), computers, e-mail or internet access, I acknowledge and agree to the following:

- Volunteers and employees are prohibited from using E-mail in any way that may be disruptive or offensive to others. This includes, but is not limited to, the transmission of sexually explicit messages, ethnic or racial slurs or anything else that may be construed as harassment or disparagement of others. Volunteers and employees generating disruptive or offensive E-mail will be subject to disciplinary action.
- Volunteers and employees are provided with access to the Internet to assist them in performing their jobs. Use of the Internet, however, must be used with common sense and good judgment. Material that is fraudulent, harassing, embarrassing, sexually explicit, profane, obscene, intimidating, defamatory, or otherwise unlawful, inappropriate, offensive (including offensive material concerning sex, race, color, national origin, religion, age disability, or other characteristic protected by law), or that violates SOFL's equal employment opportunity policy and its policy against sexual or other harassment may not be downloaded from the Internet or displayed or stored in SOFL's computers. Volunteers or employees encountering or receiving this kind of material should immediately report the incident to their supervisor(s). SOFL's equal employment opportunity policy and its policies against sexual or other harassment apply fully to the use of the Internet and any violation of those policies is grounds for discipline up to and including discharge.

(3) Conflict of Interest:

I further agree to avoid any activity that results in any real or apparent conflict of interest. I will not accept any fee or payment from anyone seeking to do business now or in the future with SOFL. I will not utilize SOFL resources (computer, phone, internet, technology, data, contacts, etc.) for any other purpose than SOFL business.

I understand and acknowledge that any violation of this Agreement may be grounds for disciplinary action, including without limitation, immediate termination of my employment or volunteer services. In addition, SOFL reserves its full rights to pursue whatever legal and/or equitable remedies may be available to it.

Signature of Employee or Volunteer
(or parent or legal guardian if volunteer is under the age of 18):

Print Name: _____

Witness: _____

Date: _____