HORROR WRITERS' ASSOCIATION

Volunteer's Pledge of Fairness and Non-Disclosure

I, _____, hereby agree to be a volunteer for the Horror Writers' Association ("HWA") and to perform said duties to the best of my abilities, impartially and fairly.

CONFLICTS OF INTEREST. If any actual or potential conflict of interest, or any other reason, arises that may affect my duties and obligations regarding my service as a volunteer, I agree to promptly notify the HWA of such conflict.

I agree to abide by any and all Bylaws and the harassment policy of the HWA. I also agree to follow any and all applicable state and federal laws or regulations governing non-profit organizations.

NON-DISCLOSURE. As required by the policies of the HWA, I also pledge to keep confidential the details of the deliberations and discussions of the relevant committees, activities, personal data, and other proprietary information, processes, and Confidential Information that may be discussed. For purposes of this agreement, "Confidential Information" shall include any oral, written, printed, graphic or machine-readable information including, but not limited to, member lists, business secrets or methods, policies, business activities, business strategies, manuals of instruction, reports, research, records, agreements with third parties, services, designs, drawings, software (including source and object codes), advertising brochures and/or rights of a similar nature of HWA, and any and all original works of authorship, derivative works, inventions, innovations, patent rights, trade/service marks, copyrights, developments and/or other rights of any nature including belonging to HWA or of any of its members. Confidential Information shall further include any communications, discussions, deliberations, or information shared or occurring in any private forum, meeting, email, messaging thread, or other non-public setting of or relating to the HWA, regardless of the medium or format in which such information is conveyed.

I will not, at any time (either during the time served or in the future), make use of, disseminate, use, copy, distribute, or disclose such Confidential Information to any person or party other than authorized employees, agents, approved volunteers, or representatives of the HWA, or as otherwise directed by an Officer of the HWA. Without limiting the foregoing, I will not disclose, post, transmit, publish, or otherwise make any Confidential Information available on any social media platform or public or semi-public online forum, including but not limited to Facebook, X/Twitter, LinkedIn, Instagram, TikTok, YouTube, Reddit, or any group, page, thread, or messaging service associated therewith. I further agree that any Confidential Information learned through private forums, meetings, or discussions of the HWA shall not be republished, quoted, summarized, or otherwise shared on any such platform or forum. Furthermore, I will make no use of such Confidential Information for my own benefit. I understand that failure to abide by any of these terms or breach of this agreement will result in immediate termination of my service as a volunteer of HWA. The Board of Trustees reserves the right to pursue further disciplinary and legal actions against me as it sees fit.

WHISTLEBLOWER PROTECTIONS. Nothing in this agreement shall be construed to prohibit or restrict me from reporting, in good faith, possible violations of law or regulation to any governmental agency or entity, including but not limited to the IRS or the Ohio Attorney General, or from making other disclosures that are protected under the whistleblower provisions of any applicable federal, state, or local law or regulation. I do not need the prior authorization of the HWA to make any such reports or disclosures, and I am not required to notify the HWA that I have made such reports or disclosures. Nothing in this agreement limits or otherwise affects any legal right I may have to retain any records or documents relating to such reports or disclosures, or to cooperate with, participate in, or respond to any investigation or proceeding conducted by a governmental agency.

As this is a volunteer position and it is a privilege to volunteer, I understand that I can terminate my service at any time upon written notice to the HWA. However, notwithstanding the termination of my volunteer services, I understand that I will continue to be bound by this agreement as it relates to any Confidential Information received

by me prior to such termination, which shall be held strictly confidential for a period of seven (7) years following the termination of my volunteer services.

Print name _____

Signed _____ Date _____