

CONFIDENTIALITY AGREEMENT - Internal	
Application: DHR Employees	Authority: 29 Del. C. § 5805(d); 5806(f) & (g)
Effective Date: September 19, 2022	Supersedes: N/A

The State of Delaware maintains strict confidentiality and security of employee information, including but not limited to, information that is contained in personnel, medical and other records and files in compliance with applicable laws, rules, regulations, policies and procedures. You are only authorized to access employee information contained in such records to the extent necessary to perform your job duties.

As a State of Delaware employee, you are required to protect against unauthorized disclosure of such information and maintain its security and privacy. You are also required to report any anticipated or actual security breaches, or other threats or hazards to this information.

You must also not release employee information to the public or to other individuals, including but not limited to, other State of Delaware employees who have not been authorized or who do not have a legitimate business need to have access to it. Any questions regarding release of such information to another person should be directed to your supervisor or their designee.

Unauthorized access is defined as:

- Access to employee information not necessary to carry out your job responsibilities.
- Non-business access to the records of an employee. This includes your children, spouse, parents and other relatives as well as friends and acquaintances.
- Release of employee information to unauthorized internal or external users. This includes, but is not limited to, your children, spouse, parents and other relatives as well as friends and acquaintances.
- Release of more employee information to an authorized individual/agency than is essential to meeting the stated purpose of an approved request.

Information may not be divulged, copied, released, sold, loaned, used for personal gain, reviewed, altered or destroyed except as properly authorized by the appropriate State of Delaware official within the scope of applicable laws, rules, regulations, policies and procedures, including record retention schedules.

As a State of Delaware employee, you must abide by the laws, rules, regulations, policies and procedures of the State of Delaware, as well any other laws applicable to your position. The State of Delaware may at any time revoke an employee's access, other authorization, or other access to confidential information. Additionally, failure to comply with any of the laws, rules, regulations, policies and procedures may result in disciplinary action, up to and including termination of employment. Criminal or civil penalties may also be imposed, depending upon the nature and severity of the breach of confidentiality.

DHR Confidentiality Agreement - Internal	Rev. Date: N/A
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For users of the Delaware Learning Center (DLC), the Confidentiality Agreement is acknowledged and tracked in the Delaware Learning Center. For all others, this form shall be provided to the HR Office to be placed in your Personnel File.

By using this form, the parties acknowledge their agreement to conduct transactions by electronic means. A party's electronic signature for purpose of the Uniform Electronic Transactions Act, 6 Del. C. Ch. 12A may be provided by checking a box as indicated, electronic initials or name, or email confirmation.

I have read and understand this confidentiality agreement, and agree to be bound by it:

Employee Name (please print)

Employee Signature

Date