

# PRIVACY & CONFIDENTIALITY

## ASDCE Member Representation Privacy & Confidentiality

### **PRIVACY & CONFIDENTIALITY:**

We value, protect and safeguard member privacy and confidentiality. Any personal information disclosed for the purpose of representation by ASDCE is kept private and confidential. In order to protect the integrity of investigations regarding member representation matters, ASDCE does not discuss the contents of investigations with anyone else and requires our members to keep any information that may be disclosed or learned during the course of investigation confidential. Members can discuss matters concerning representation and investigations with their ASDCE representative. Employer confidentiality agreements do not bar ASDCE members from discussing case information with Association representatives.

*As a recognized employee organization, ASDCE is authorized to represent the members in their employment relations with the County of San Diego per the Memorandum of Agreement (MOA) in accordance with the State of California MEYERS-MILIAS-BROWN ACT (MMBA), governed and enforced by the California Public Employee Relations Board (PERB). The Association has an obligation to address matters within the scope of representation which shall include all matters pertaining to employment conditions and employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment as determined in the Memorandum of Agreement.*

## ASDCE Email & Website Privacy & Confidentiality

### **PRIVACY & CONFIDENTIALITY STATEMENT:**

The following statement reflects ASDCE's commitment to maintain the website visitor's rights to privacy and the confidentiality of personal information. ASDCE believes that the tracking of personal information is a breach of an individual's personal privacy, and as such has taken measures to ensure the safety and security of its website servers to guard against the dissemination of private information. Our website does not track, collect or distribute personal information about visitors. This site will not collect names, e-mail addresses or any other personal information unless voluntarily provided by the visitor after the visitor is informed about the potential use of such information. Names and e-mail addresses of site visitors will not be provided or released to a third party without the site visitor's express permission. E-mail information, personal information about specific visitor's access and navigation, and information volunteered by site visitors, such as survey information and site registration information, may be used by the site owner to improve the site, but will not be shared with or sold to other organizations for commercial purposes without the site visitor's express permission. ASDCE will not collect and will not allow third parties to collect personal information from website visitors.

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**ASDCE****The Association of San Diego County Employees****Phone: 877-92-ASDCE / 877-922-7323****Website: ASDCE.ORG****Email: [info@asdce.org](mailto:info@asdce.org)**