Non-disclosure agreements – reps' checklist

Here's how you can help members and your workplace avoid the negative effects of NDAs.

1. Advise and support members asked to sign NDAs

- ☐ Strongly advise members not to sign any NDAs or settlement agreements without getting independent legal advice so they know exactly what they can still say and to whom.
- ☐ Make sure members and your employer know NDAs can't stop workers seeking union support or reporting to the police, regulators, medical professionals.

2. Convince your employer not to use NDAs

- ☐ Negotiate to limit or ban the use of NDAs in all discrimination, harassment, and bullying cases, and to require anonymised data on such cases to be shared with unions.
- ☐ Use cases where NDAs were misused in the past to argue for better policies, safer reporting routes, and cultural change.