



## ARBITRATION LANGUAGE FOR COMPANIES:

" \_\_\_\_ hereby releases any and all of its employees, former employees, interns, volunteers and consultants (collectively referred to as "parties") from any policy, contract, or requirement that limits the parties' rights access to the justice system and to a jury trial, a trial enshrined in the Seventh Amendment to the United States Constitution and many State Constitutions. This organization agrees that all parties have the right to all the procedures and remedies provided in the laws of the United State and the States, including the right to access the courts. This organization will not force employees to use secret arbitration instead of the rights provided in the laws and the Constitution."

## NDA LANGUAGE FOR COMPANIES:

" \_\_\_\_ hereby releases any and all of its employees, former employees, interns, volunteers, and consultants (collectively known as "Parties") from any provision in a non-disclosure (NDA) or confidentiality provision contained in any policy or agreement that limits the Parties ability to disclose information relating to, or arising from, sexual harassment, other toxic work issues, retaliation, or discrimination. This organization agrees that the Parties shall have the right to disclose information relating to, or arising from, sexual harassment, other toxic work issues, retaliation, or discrimination and that no legal action shall be taken by this organization against the Parties for disclosing such information."