



People Management

The future for non-disclosure agreements

People Management - By Paul Quain - 8 April 2019

Imagine the scenario: an employee, who is having performance issues at work, makes an allegation of sexual assault by the CEO of the company. She says he was making passes at her after a drunken office party, which then led to something more serious.

She raises a grievance, but also offers to resign in exchange for a severance payment. The company agrees to pay her, but in return asks her to sign a settlement agreement to say that she will not sue the company. That agreement also asks her to keep the whole matter confidential.

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