



ARM-NADO
«ANTI-DOPING AGENCY» SNCO, ARMENIA

Yerevan 0054, Mikoyan 51 str., Phone +37498950322,
E-mail: armantidopingservice@outlook.com Web: armnado.am

Translation

PRIVACY POLICY

(ATHLETES and SPORT PROFESSIONALS)

This data processing information (hereinafter the **Information**) aims to provide adequate information on the data management, data management principles and rules in force by the Armenian National Anti-Doping Organization (headquarters: Mikoyan 51 str. Yerevan 0054; hereinafter referred to as **Controller** or **ARM-NADO**).

1. Controller

Company name of the Controller: “Anti-Doping Agency” SNCO

Registered office of Controller: Mikoyan 51 str. Yerevan 0054, Republic of Armenia.

Phone number of Controller: +37498950322

Name of Data Protection Officer: Prof. Areg Hovhannisyan Email of Data Protection Officer: armantidopingservice@outlook.com

2. **ARM-NADO** has its current Privacy Policy on its website (www. armnado.am) in electronic form.

3. Purpose and legal basis of Data Processing regarding Athletes and Sport Professionals

As the Armenian National Anti-Doping Organization, **ARM-NADO** is an organization entitled and obliged to process the data of Athletes and Sports Professionals.

The purpose of Data Processing: effective implementation of anti-doping activities by **ARM-NADO** as a Armenian National Anti-Doping Organization.

Specific objectives mentioned by Law of on Physical culture and Sports of Republic of Armenia adopted March 01, 2023: Anti-doping Education and information, test distribution planning, maintenance of a Registered Testing Pool, managing Athlete Biological Passports, conducting Testing, organizing analysis of Samples, gathering of intelligence and conduct of investigations, processing of TUE applications, Results Management, monitoring and enforcing compliance with any Consequences imposed, and all other activities related to anti-doping to be carried out by or on behalf of an Anti-Doping Organization, as set out in the World Anti-Doping Code and/or the International Standards.

The legal basis of Data Management: (i) **ARM-NADO** is an organization entitled and obliged to process the Athlete's personal data **in the public interest**, (ii) furthermore, the legal basis for the data processing is that the processing of the data is necessary **for the legitimate interests** of **ARM-NADO** and third parties.

4. Data processing in the public interest

The interest in carrying out an anti-doping activity is in the public interest, as follows:



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- a) Law N ՇՕ-196 on Physicals Culture and Sport of the Republic of Armenia (hereinafter: the “**Law of Sport**”), Article 2, point ժգ): classifies the protection of the purity of sport and the reduction of prohibited performance enhancements as a substantial public interest, on the basis of which **ARM-NADO** is entitled to process personal data, including health, genetic and biometric data.
- b) In the field of anti-doping, the management and transfer of data, in view of the large number of data subjects and cross-border global cooperation, is also mentioned in the current Data Protection Regulation (GDPR) itself in the context of the "public interest", with the aim of restricting and/or eliminating the use of doping substances in sport.
- c) Armenia, in accordance with Armenian Parliament decision on December 9, 2009, promulgated the International Convention Against Doping in Sport, adopted by the General Assembly of the United Nations Educational, Scientific and Cultural Organization (UNESCO) in 2005 (hereinafter referred to as the "**Convention**").
- d) Under Article 3 of the Convention, States Parties, including Armenia, are required to adopt measures in accordance with the principles of the World Anti-Doping Code adopted by the World Anti-Doping Agency (hereinafter: “**WADA**”) on 5 March 2003 in Copenhagen, and to cooperate with WADA as an organization established to coordinate international anti-doping activities. The World Anti-Doping Code is available on the **ARM-NADO** website (www.antidoping.hu) in both English and Armenian.
- e) Pursuant to **Law of Sport**, the competitor is obliged to refrain from committing an anti-doping offense (Article 2 of the International Anti-Doping Code) or an offense related to the prohibited performance enhancers and methods published by **ARM-NADO** on its website, and to submit to the anti-doping control investigation.
- f) According to **Law of Sport** on the rules of anti-doping activities, doping control and anti-doping activities must be conducted in accordance with **ARM-NADO** Anti-doping Rules and the international requirements of WADA, and in matters not regulated by the **Law of Sport**, the World Anti-Doping Code apply.
- g) According to the Preamble to the **ARM-NADO** Anti-doping Rules, the implementation of doping control and anti-doping activities is an overriding public interest aimed at protecting the purity, spirit and integrity of universal sport, enforcing the rights of pure athletes, ensuring doping-free, clean training



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and a competitive environment and the protection of the life and health of athletes. This overriding public interest justifies **ARM-NADO** processing and sharing the personal data of Athletes and Sports Professionals and certain special categories of the personal data of Athletes in accordance with A **Law of Sport**, and the World Anti-Doping Code (WADA Code) with the anti-doping organizations competent over the person concerned, in particular WADA, the national and international sports federations, the International Olympic Committee and other anti-doping organizations involved in doping control, as well as the Minister responsible for sport and the competent public sports body. In this data processing, **ARM-NADO**, always respects the essential content of the data subjects' rights to the protection of personal data. In order to ensure the rights and interests of the parties involved, **ARM-NADO** is obliged to develop measures and guarantees in accordance with the applicable legal norms of Armenia and the European Union. **ARM-NADO** 's data management in the public interest is proportionate to the purpose of the data management.

5. Enforcement of legitimate interest as a legal basis

Data processing is also necessary to enforce the legitimate interests of **ARM-NADO** and third parties, which legitimate interests are as follows:

- a) the legitimate interest of all Athletes in ensuring doping-free, clean preparation and competitive environment;
- b) the legitimate interest of states and their citizens, which are parties to the UNESCO International Convention against Doping in Sport, committed to clean sport, to fulfill their obligations under the Convention and to give effect to the Convention within their jurisdiction;
- c) the legitimate interest of organizations committed to clean sport that qualify as Anti-Doping Organizations (ADOs) under the International Anti-Doping Rules (in particular: HUNADO, international sports federations, the International Olympic Committee, and WADA) in their compliance with the World Anti-Doping Code to fulfill their obligations and give effect to them under their own jurisdiction.

The processing of the personal data of the affected athletes and sports professionals by **ARM-NADO** - based on domestic legislation and the regulations of the international sports federations of their sports - is an inevitable step, as compliance with anti-doping rules is also a prerequisite for their participation in sports. At the same time, it is a fundamental right and interest of athletes and sports professionals involved in data processing that their rights to the protection of their personal data are not violated.

Considering that

- a. all athletes, sports professionals, sports organizations and States Parties and their citizens who have acceded to the Convention have a universal legal interest in the enforcement of anti-doping rules;
- b. athletes, by making certain of their personal data available to competent anti-doping organizations under the terms of the data protection rules, will themselves benefit from a clean sports environment and that prohibited substances and methods do not harm their health or endanger their lives,



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the legitimate interests listed in points 5 a) - c) - taking into account the data protection guarantees included in the applicable data protection rules - take precedence over the interest of the Athlete and sports professional that their personal data are not to be processed by **ARM-NADO**.

6. Can the personal data you provide be transferred to a third party?

Yes. If **ARM-NADO** is obliged to transfer the data it handles under the World Anti-Doping Code, your personal data will only be transferred to the anti-doping organization competent for you (in particular: **ARM-NADO**, the International Sports Federations, the International Olympic Committee, and WADA) or to the acting laboratory, expert or panel of experts (Athlete Passport Management Units) or to the Sample Collection Authority involved by **ARM-NADO**, and the Minister responsible for sports in order to achieve the objectives of the World Anti-Doping Code.

7. Can the personal data you provide be transferred to a country outside the European Union?

Yes. Anti-doping activity is a globally regulated activity with international actors (e.g., international sports federations, WADA, International Olympic Committee). Under current data protection legislation

a. HUNADO is entitled to transfer personal data to a third country to international anti-doping organizations in order to monitor compliance with the anti-doping prohibition, to conduct procedures forming part of doping control, and to record sanctions imposed in doping proceedings (**Law of Sport**), and

b. the transfer of data in order to reduce and / or eliminate the use of doping substances in sport after an overriding reason relating to the public interest is justified (GDPR, Preamble, paragraph 112).

If you undergo a doping control, your sampling information will be recorded in the ADAMS (Anti-Doping Administration & Management System). Once Therapeutic Use Exemptions (TUEs) are overseen by the International Anti-Doping Agency (WADA), TUEs and Athlete Doping Offenses are also officially registered by ADAMS. The ADAMS system is maintained and operated by Montreal-based WADA on its Canadian server. Canada will provide a level of data protection in accordance with European Union requirements pursuant to a decision of the European Commission. You can find out more about the European Commission's compliance decisions and the countries that provide an adequate level of data protection in the European Commission's website: <https://ec.europa.eu>

Law of Sport 's server is located in the European Union, Hungary.

8. Can the details of Athletes who commit a doping rule violation be made public?

Yes, but only to the extent specified by law. Under applicable law, **ARM-NADO** is required to disclose:



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a) the competitor's sport in the case of a positive test result for the analysis of Sample A or, in the case of other conduct giving rise to an anti-doping rule violation, pursuant to **Article 2** of the **Law of Sport**;

b) following a final decision to terminate a doping procedure, a positive test result or other conduct giving rise to an anti-doping rule violation, a final doping sanction imposed as a result of the anti-doping procedure, the name and sport of the competitor / sports professional, indicating the Prohibited Substance or Method according to the Prohibited List authorized by **Article 2** of the **Law of Sport**.

9. How long is the personal data you provide stored?

Data in the ADAMS system will be stored for a period of time in accordance with **Law of Sport** and WADA data protection regulations. The duration of data retention is set forth in Annex A of the WADA International Standards for the Protection of Privacy and Personal Information ("ISPPPI") and in the **Law of Sport**. The summary table based on this will be displayed on **ARM-NADO**'s website.

The data management period of national level athletes in the **ARM-NADO** registration system is adapted to your active athlete status. Your data will be deleted on the day on which your active athlete status - based on the report of your sports federation or yours - has been terminated. Exceptions to this are only the storage of data under the Sports Act or the ISPPPI (e.g. storage of the sample within the limitation period).

10. Please keep the username and password provided to ADAMS and ARM-NADO confidential at all times:

- do not make it available to unauthorized third parties;
- do not communicate it to such a person;
- do not destroy or lose it.

ARM-NADO shall not be liable if you manage your username or password in a manner contrary to these Regulations, make it available to unauthorized third parties, disclose, destroy, lose it, and if you are directly or indirectly disadvantaged or harmed as a result.

If you wish to entrust a third party with the handling of location information, please request a so-called "Manager code", a form of which can be found on **ARM-NADO**'s website. For the security of your information, we will only accept the submission of this form from the email address you have already provided in ADAMS as your contact email address.

11. What rights do you have as the owner of personal data?

We would like to inform you that in connection with the data processing performed by **ARM-NADO**, you have the following rights:

- a) request access to your personal data;
- b) rectification, erasure of your personal data or restriction of their processing,
- c) object to the unlawful processing of your personal data,
- d) receive your personal data in a machine-readable format or to have this data transferred to another data processor, unless to do so in a particular case plainly conflicts with the integrity of



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the anti-doping system, or **ARM-NADO**'s ability to plan or conduct no advance notice testing or investigate / establish anti-doping rules.

If you become aware of the illegal handling of your data, please notify us by sending an e-mail to armantidopingservice@outlook.com

12. What are the remedies available to you?

If you find that **ARM-NADO** is in breach of data protection law with regard to the processing of your personal data, you may lodge an appeal with the territorially competent court or the **National Data Protection and Freedom of Information Authority** in order to protect your rights.

Contact details of the National Authority for **Data Protection and Freedom of Information:**
“Anti-Doping Agency” SNCO

Mikoyan 51 str. Yerevan 0054, Republic of Armenia.

Phone number of Controller: +37498950322

Name of Data Protection Officer: Prof. Areg Hovhannisyan Email of Data Protection Officer:
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Annex A

RETENTION TIMES

ADRV: Anti-doping rule violation
AAF: Adverse analytical finding
ATF: Atypical finding
APF: Adverse passport finding
ATPF: Atypical passport finding

- I. Referenced data will be deleted no later than the end of the calendar quarter following the expiry of the stated retention period.
- II. Retention times are limited to two categories: 12 months and 10 years. The period of ten years represents the time period during which an action may be commenced for an anti-doping violation under the World Anti-Doping Code. The period of 12 months represents the time period relevant to count three whereabouts failures giving rise to an anti-doping rule violation, and is also applied to certain incomplete documentation and TUE-related information.
- III. Retention times can be extended in case of pending or reasonably anticipated anti-doping rule violations, investigations, or other legal proceedings.

Module	Data	Retention Periods	Remarks	Criteria
1 – Athlete		As of time when Athlete is excluded from ADO’s Testing program:	Athlete data relevant for practical purposes and for notification purposes in the event of an ADRV. These data are not particularly sensitive.	
Athlete (general)	Name Date of birth Sport Discipline Gender Phone Number(s) Email address Mailing address	Indefinitely Indefinitely Indefinitely Indefinitely 10 yrs 10 yrs 10 yrs	This date can be retained indefinitely. ADOs should be allowed to keep a record of Athletes that have been part of their Testing program. For elite Athletes, this information is public information anyway.	Proportionality/Necessity Proportionality/Necessity Proportionality/Necessity Proportionality/Necessity Necessity Necessity Necessity
2 – Whereabouts* *(except for city, country, and In-Competition whereabouts information, which are needed for the Athlete Biological Passport see section 7)				
Whereabouts	Whereabouts (other than city, country and In-Competition	12 months as of end of the whereabouts	Relevant to count 3 whereabouts failures in 12 months’ time	Necessity



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	whereabouts) Whereabouts failures (filing failures and missed tests)	quarter for which the data was submitted 10 years as of date of whereabouts failure	Relevant to count 3 whereabouts failures in 12 months' time and to other possible ADRVs. If ADRV, will also be kept as part of results management file (see section 7).	Necessity
3 – TUEs TUE	TUE certificates and rejected TUE decision forms TUE application forms and supp. med information and any other TUE info not otherwise expressly mentioned herein. Incomplete TUEs	10 yrs as of certificate date/date of rejection decision 12 months from end of validity of TUE 12 months from date of creation	Destroying medical information makes it impossible for WADA/ADOs to review TUEs retrospectively after TUE has lost its validity. TUE information is largely medical and therefore sensitive. Can be relevant in case of re-Testing or other investigations. Loses relevance after expiration of TUE except in case of reapplication. Can be relevant in case of re-application.	Proportionality/ Necessity Proportionality/ Necessity Proportionality
4 – Testing Testing	Doping Control Forms (DCFs) Mission/Testing orders Chain of custody Incomplete Testing documentation or documentation not matched to a Sample	10 yrs as of Sample collection date Retained until all associated DCFs have been deleted 10 yrs as of document creation date 12 months as of document creation date	DCFs, associated mission/Testing orders, and chain of custody documents are relevant for Athlete Biological Passport and in case of re-Testing of Samples. See above See above Documentation that is incomplete or not matched to a Sample typically results from a data entry error and is discarded after a short delay for data integrity purposes.	Proportionality/ Necessity Proportionality/ Necessity Proportionality/ Necessity Proportionality
5–Samples (lab) Samples	A and B Sample	Indefinitely/10 yrs	Managed by Laboratory Subject to the criteria and	Proportionality



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			requirements of the Code/International Standards, Samples may in certain circumstances be retained indefinitely for scientific purposes. In case of an AAF or other ADVR, and if the Sample is identifiable, 10 yrs should be the maximum retention time.	
6-Test results/ Results Management (forms/documentation)	AAF	As of creation of relevant documents: 10 yrs	Relevant because of multiple violations and retrospective analysis.	Necessity
	ATF	10 yrs	Necessary because of multiple violations Same as above	Necessity
7-Disciplinary Proceedings and Decisions (ADVR) Disciplinary decisions and proceedings	Sanctions under the Code	Indefinitely	Relevant because of multiple violations. Managed by disciplinary body/sports federation/ADO. Should be kept indefinitely for legal and precedential value.	Proportionality/ Necessity
	Decisions	Indefinitely	Same as above	Proportionality/ Necessity
	Relevant proceedings documentation/files (incl. case files, laboratory and ABP documentation packages, etc.)	Indefinitely	Same as above	Proportionality/ Necessity
8-Athlete Biological Passport	Results	10 yrs as of date of match between results and Doping Control Form	Necessary because of multiple violations and to analyze or review biological variables, APMU reports and expert reviews over time.	Necessity
	Whereabouts	10 yrs as of end of the whereabouts quarter for which the data was submitted	Needed to support atypical/abnormal results, or to refute Athletes' claims.	Proportionality/ Necessity



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Annex B

NOTIFICATION

Dear Athlete _____

The Armenian National Anti-Doping Organization (ARM-NADO) notify you that your following personal information will keep in ARM-NADO for Anti-Doping Organization's Processing

Your name, date of birth, sport discipline, home address, e-mail address, training place address, age, gender, mobile phone number, and passport data.

The dates of your Whereabouts during the period when you are included in TDP.

The dates, numbers and results of your testing (laboratory analysis data, Failures Missed tests).

TUE approval forms, TUE supporting medical information.

The Mission orders Doping Control Form and Chain of Custody Information.

Sanctions. Arbitral awards and relevant supporting documentation/files.

Your personal data will be keeping in closed ADAMS system and in ARM-NADO database (in computer without internet).

The potential recipients of the Personal Information are WADA and your International Federation and other Anti-Doping Organizations located in other countries where you may compete, train or travel.

Your Personal Information can be transferred to other organizations including the Armenian Ministry of Sport and Youth Affairs and mass-media only by you personally or by us only after receiving your written consent

Your Personal Information and data of testing and results of testing will be Publicly Disclosed only if it is finally proven that you have committed an anti-doping rule violation.

Your Personal Information can be available for state organization in accordance with Armenian Law (ՀՕ-49-Ն) of the Protection of Privacy and Personal Information and EC General Data Protection Regulation (Armenian law ՀՕ-49-Ն is a translation of GDPR dated 23.5.2018)

Responsible for the storage of Personal Information that may be processed is the Deputy Director of ARM-NADO.

For personal information requests you can contact with Deputy of ARM-NADO by e-mail: armantidopingservice@outlook.com

phone: 094 282018 or 033950322 or personal

Davidashen, Olympavan, Mikoyan Str.51, Yerevan 0054

Your right

You have the right to obtain from ARM-NADO



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- (a) confirmation of whether or not ARM-NADO Process Personal Information relating to them,
- (b) the information as per Article 7.1 of ISPPPI,
- (c) a copy of the relevant Personal Information within a reasonable timeframe, in a readily intelligible format, and without cost, unless to do so in a particular case plainly conflicts with the ARM-NADO's ability to plan or conduct No Advance Notice Testing or to investigate and establish anti-doping rule violations.

ARM-NADO have to respond to requests from ARM-NADO no later than 7 days to whom the Personal Information relates seeking access to their Personal Information, except if doing so imposes a disproportionate burden on the ARM-NADO in terms of cost or effort given the nature of the Personal Information in question.

ARM-NADO Responsibility

In the event an ARM-NADO refuses to allow the athlete access to his or her Personal Information, it shall inform the athlete and set out in writing the reasons for refusing the request as soon as practicable. ARM-NADO shall ensure that Participants only obtain Personal Information relating to themselves, and not relating to other Participants or third Persons, where they seek to obtain access to Personal Information pursuant to this Article 11 of ISPPPI.

Where an ARM-NADO's Processing of Personal Information is shown to be inaccurate, incomplete, or excessive, it shall, as appropriate, rectify, amend or delete the relevant Personal Information as soon as possible. If the ARM-NADO has disclosed the Personal Information in question to another Anti-Doping Organization that to its knowledge or belief continues to Process the Personal Information, it shall inform that Anti-Doping Organization of the change as soon as possible, unless this proves impossible or involves a disproportionate effort.

Without prejudice to any other rights a Participant may have under applicable Armenian law (ՀՕ-49-Ն), the athlete shall be entitled to initiate a complaint with an Anti-Doping Organization where he or she has a reasonable, good-faith belief that an Anti-Doping Organization is not complying with ISPPPI and each Anti-Doping Organization shall have a procedure in place for dealing with such complaints in a fair and impartial manner. In the event that the complaint cannot be satisfactorily resolved, the athlete may notify WADA and/or submit a complaint to CAS, which will determine whether a violation occurred. Where the International Standard is not being adhered to, the relevant Anti-Doping Organization will be required to rectify the breach.



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Annex C

DECLARATION OF CONFIDENTIALITY INTELLECTUAL PROPERTY, PERSONAL DATA PROCESSING AND CONFLICT OF INTERESTS

<p align="center">ՀԱՅՏԱՐԱՐՈՒԹՅՈՒՆ ԳԱՂՏՆԻՈՒԹՅԱՆ ՊԱՀՊԱՀՄԱՆՄԱՆ ՎԵՐԱԲԵՐՅԱԼ</p>	<p align="center">DECLARATION OF CONFIDENTIALITY INTELLECTUAL PROPERTY, PERSONAL DATA PROCESSING</p>
<p>ք. Երևան _____ 202_ թ.</p>	<p>Yerevan _____ 202_</p>
<p>Որպես «Հակադոպինգային գործակալության» ՊՈԱԿ-ի (այսուհետ՝ Գործատու) աշխատող ես _____ (այսուհետ՝ Աշխատող) հայտարարում և ընդունում եմ, որ սույն Հայտարարությունը անելով ես պարտավոր եմ պահպանել դրա պայմանները:</p>	<p>As the «Anti-Doping Agency» SNCO (hereinafter Employer) Employee I, _____ (այսուհետ՝ Աշխատող) declare and accept that, by executing this Declaration, I am bound its term.</p>
<p>Աշխատողը պարտավոր է պահպանել իր պարտականությունների հետ կապված ստացված կամ Գործատուի կողմից տրամադրված գաղտնի տեղեկատվության գաղտնիությունը և պետք է զերծ մնա այն որևէ երրորդ անձի բացահայտելուց Պայմանագրի գործողության ժամանակ կամ դրա լուծումից հետո՝ անժամկետ: Սույն կետի իմաստով գաղտնի են համարվում Պայմանագրի գործողության ժամանակահատվածում դրանով սահմանված աշխատանքի ընթացքում կամ դրանով սահմանված Աշխատողի պարտականությունների կատարման հետ</p>	<p>The Employee shall keep the secrecy of the confidential information received connected with his obligations or provided by the Employer and shall not disclose it to any third parties during the term of the performance of the Agreement or after its termination indefinitely. For the purposes of this point, confidential information is any information and/or data relating to the Employer, which Employee comes to know within the periods of this Agreement during the work provided herein or with relation to performance of the Employee's responsibilities provided herein, (confidential information) particularly, but not limited to:</p>



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<p>կապված իրեն հայտնի դարձած Գործատուի հետ կապված որևէ տեղեկություն և/կամ տվյալներ (կոնֆիդենցիալ տեղեկատվությունը) մասնավորապես, բայց չսահմանափակելով.</p>	
<ul style="list-style-type: none"> • Գործատուի գործունեությանը և տեխնոլոգիական գործընթացներին, ինչպես նաև Գործատուի հետ գործնական հարաբերությունների մեջ գտնվող անձանց վերաբերող տեղեկատվությունը, որը կարող է կոնֆիդենցիալ համարվել, 	<ul style="list-style-type: none"> • any information related to activities or technological processes of Employer, as well as the persons who are in business relations with the Employer, which may be considered as confidential;
<ul style="list-style-type: none"> • Բոլոր և ցանկացած տվյալներ, որոնք հասանելի են դառնում Աշխատողին ի պաշտոնե, այդ թվում՝ Գործատուի կողմից շահագործվող որևէ տվյալների բազաներում պահվող բոլոր տվյալները և համակարգիչների/ցանցերի և այլ գաղտնաբառերը. 	<ul style="list-style-type: none"> • all and any data that becomes available to the Employee ex officio, including all data existing in any database utilized by the Employer and computer/network passwords;
<ul style="list-style-type: none"> • Գործատուի այլ աշխատողների անհատական տվյալները, աշխատավարձի և այլ վճարումների (պարգևատրումներ, հավելումներ, հատուցումներ, օգնություն և այլ) չափը և այլ նմանատիպ տվյալներ, որոնք որևէ կերպով հասանելի են Աշխատողին: 	<ul style="list-style-type: none"> • personal data of the Employer's other employees, the amount of salary and other payments (bonuses, allowances, benefits, aid, etc.) and other similar information that is in any way available to the Employee.
<p>Ընդ որում, գաղտնի տեղեկությունները չհրապարակելու պարտականությունը ներառում է Աշխատողի պարտականությունը այդպիսի տեղեկությունները հասանելի չդարձնել Գործատուի այլ աշխատողներին՝ բացառությամբ եթե հակառակը նախատեսված է կիրառելի ներքին ընթացակարգով, կամ հակառակի մասին ստացվել է իր անմիջական ղեկավարի կամ այլ իրավասու անձի հստակ և աներկիմաստ ցուցում:</p>	<p>In addition, the obligation not to disclose confidential information includes the Employee's obligation not to make such information available to other Employees of the Employer, unless otherwise provided by applicable internal procedure, or otherwise provided by his or her immediate supervisor or other competent person.</p>
<p>Աշխատողն իրավունք չունի պատճենահանել/կրկնօրինակել և/կամ լուսապատճենել, փոխանցել կամ բացահայտել՝ մասնակի կամ ամբողջությամբ, Գործատուի կամ</p>	<p>The Employee shall not copy/replicate and/or scan, refer or disclose, wholly or partially any document, report or information regarding the Employer and/or its activities both in printed and written form, or in electronic form.</p>



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«ANTI-DOPING AGENCY» SNCO, ARMENIA

Yerevan 0054, Mikoyan 51 str., Phone +37498950322,
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<p>վերջինիս գործունեության վերաբերյալ որևէ փաստաթուղթ, հաշվետվություն կամ տեղեկատվություն տպված, գրավոր կամ էլեկտրոնային տարբերակով: Գործատուին պատկանող և Պայմանագրով նախատեսված իր պարտականությունների կատարման բերումով Աշխատողի կողմից ստեղծված բոլոր օրինակները, տեղեկանքները և ամփոփումները հանդիսանում են Գործատուի սեփականությունը:</p> <p>Ամսաթիվ _____ 202_ թ. (օր, ամիս, տարի)</p> <p>Համաձայն եմ և հաստատում եմ</p> <p>_____</p> <p>(ստորագրություն)</p>	<p>All the copies, references and abstracts owned by the Employer and prepared due to the performance by the Employee of his/her obligations and duties hereunder shall be the property of the Employer.</p> <p>Date _____ 202_</p> <p>(day/ Month/ Year)</p> <p>Sworn or affirmed by</p> <p>_____</p> <p>(Signature)</p>
<p>ՄՏԱԿՈՐ ՄԵՓՄԱՆՈՒԹՅՈՒՆ, ԱՆՁՆԱԿԱՆ ՏՎՅԱԼՆԵՐԻ ՄՇԱԿՈՒՄ ԵՎ ՇԱՀԵՐԻ ԲԱԽՈՒՄ</p>	<p>DECLARATION OF PERSONAL DATA PROCESSING AND CONFLICT OF INTERESTS</p>
<p>Պայմանագրով նախատեսված աշխատանքային պարտականությունների կատարման արդյունքում Աշխատողի կողմից կամ նրա մասնակցությամբ ստեղծված մտավոր սեփականության օբյեկտների նկատմամբ գույքային իրավունքները ամբողջությամբ պատկանում են Գործատուին, և Աշխատողը սույնով համաձայնություն է տալիս</p>	<p>The property rights to the intellectual property objects created by the Employee or with the Employee's participation as a result of the performance of the work obligations under the Agreement belong entirely to the Employer, and the Employee hereby agrees to waive any right related to the intellectual property dispute.</p>



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<p>հրաժարվելու մտավոր սեփականության վիճարկման հետ կապված ցանկացած իրավունքից:</p>	
<p>Աշխատանքային պայմանագրի կատարման, ինչպես նաև Պայմանագրի պայմաններից բխող և Գործատուի ներքին իրավական ակտերով սահմանված այլ գործողությունների իրականացման նպատակով Գործատուն սույն պայմանագրի գործունեություն ողջ ընթացքում իրականացնելու է «Անձնական տվյալների պաշտպանության մասին» ՀՀ օրենքով սահմանված կարգով Աշխատողի անձնական տվյալների մշակում: Անձնական տվյալների հասանելիությունը կամ անձնական տվյալների մշակումը սահմանափակվում է Գործատուի հայեցողությամբ որոշված լիազորված անձանց շրջանակով: ՀՀ օրենսդրությամբ նախատեսված դեպքերում և կարգով, ինչպես նաև երրորդ անձանց և Գործատուի միջև կնքված պայմանագրերի (խորհրդատվական, ծառայությունների մատուցման և այլ նպատակներով) համաձայն՝ Աշխատողի անձնական տվյալները կարող են փոխանցվել երրորդ անձանց կամ վերջիններիս կարող է տրամադրվել հնարավորություն օգտվելու այդ տվյալներից, որի դեպքում այդ տվյալների օգտագործումը սահմանափակվելու է այդ անձանց հետ կնքված պայմանագրերի բնույթով և նպատակներով:</p> <p>Սույն պայմանագրի ստորագրմամբ Աշխատողը տրամադրում է իր համաձայնությունը Գործատուին մշակելու իր անձնական տվյալները:</p>	<p>For the purpose of fulfilling the Agreement, as well as other actions stipulated by the Employer's internal legal acts deriving from the terms of the Agreement, the Employer shall process the personal data of the Employee in accordance with the RA Law on Personal Data Protection. The access to personal data or the processing of personal data is limited to authorized persons at the discretion of the Employer. In cases provided for by the legislation of the Republic of Armenia, in accordance with the agreements concluded between third parties and the Employer (for consulting, service provision, other purposes), the Employee's personal data may be transferred to third parties, or the latter may be provided with access to that data. in which case the usage of that data shall be limited by the nature and purpose of the contracts concluded with those persons.</p> <p>By signing this Agreement, the Employee provides its consent to the Employer to process his/her personal data</p>
<p>Աշխատողը պարտավորվում է անհապաղ տեղեկացնել Գործատուին իր աշխատանքային պարտականությունների կատարման ընթացքում հնարավոր շահերի բախման վերաբերյալ, ինչպես նաև նման դեպքում իրավունք ունի</p>	<p>The Employee is obliged to immediately notify the Employer of a potential conflict of interest in the performance of his/her job responsibilities, as well as, in such a case, he/she has the right to refuse to perform a job causing a conflict of interest with the consent of the</p>



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<p>Գործատուի համաձայնությամբ հրաժարվել շահերի բախում առաջացնող աշխատանքային պարտականությունների կատարումից:</p>	<p>Employer.</p>
<p>Յուրաքանչյուր կողմ համաձայնում է մյուս կողմին փոխհատուցել ցանկացած և բոլոր կորուստները կամ կրել պատասխանատվություն, որոնք առաջացել են ենթադրյալ խախտման պատճառով:</p>	<p>Each Party agrees to indemnify the other party from any and all loss or liability incurred by reason of the alleged breach by the other Party of any confidentiality obligation.</p>
<p>Ամսաթիվ _____ 202_թ. (օր, ամիս, տարի)</p> <p>Համաձայն եմ և հաստատում եմ</p> <p>_____</p> <p>(ստորագրություն)</p>	<p>Date _____ 202_</p> <p>(day/ Month/ Year)</p> <p>Agreed and confirmed by</p> <p>_____</p> <p>(Signature)</p>