

Copyright Policy and the Ownership of Employee Created Property

The District shall adhere to the provisions of the U.S. Copyright Law. Employees and students are prohibited from copying materials not specifically allowed by Copyright law, Fair Use guidelines, licenses or contractual agreements or other permission.

Intellectual property refers to all patentable materials, copyright materials, trademarks, software, and trade secrets, whether or not formal protection is sought. It includes all materials created by employees within the scope of their employment at the District.

Ownership rights to property created by employees, including student employees, of the District, including intellectual property, shall reside with the creator of such property provided that:

- There is no use, except in a purely incidental way and when such resources are available without fee to the public, of District resources (including District paid time, facilities, equipment, and support services) in the creation, development or invention of the property; and
- The property is not created, developed or invented in accordance with the terms of employment, including grant funded employment or activities through the District; and
- The property is not created or developed as a specific District work assignment. The general obligation to produce scholarly and creative work does not by itself constitute a specific assignment for this purpose.

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Revision Dates