



Russell Family Fetal Alcohol Disorders Association

## Intellectual Property Policy

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Throughout the period of your employment or volunteer work at the RFFADA, you will have access to information, material and resources developed for and belonging to the RFFADA. You will also be involved in developing information, material and resources for the RFFADA as part of the duties of your employment or volunteer work. Such information, materials and resources are known as intellectual property which essentially includes anything that is the result of intellectual activity.

Intellectual property rights are protected by the Copyright Act 1968. The law that recognises that anything created, developed or brought into existence in the course of employment or volunteer activity belongs to the employer (organisation).

The Copyright Act 1968 specifically provides that an employer automatically owns the intellectual property rights in any literary, artistic and scientific work created by an employee or volunteer worker and gives to the copyright owner the exclusive right to use the copyright subject matter. As a result the employee or volunteer and any third person is prohibited from copying, reproducing, publishing or adapting or in any other way making use of the property without the permission of the employer/organisation.

This prohibition extends to protect the employer from unfair competition which may result from the use of the information, material or resources by employees or volunteers. The Copyright Act 1968 provides that any unauthorised dealings with copyright subject-matter is an infringement of the Act and the employer / organisation is given various remedies, including the right to claim damages against persons who breach the rights which the Act protects.

The RFFADA reserves the right to revise the conditions of this policy at any time by giving notice. Employees or volunteers are responsible for understanding or seeking clarification of any rules outlined in this document and for familiarising themselves with the most current version of this policy.

### Authorisation

A handwritten signature in black ink, appearing to be 'AR' followed by a long horizontal line and a vertical stroke at the end.

Anne Russell and Sonia Berton  
02<sup>nd</sup> May 2011