



PERMACULTURE TOOWOOMBA INC.

EMPOWERING RESILIENCE

COPYRIGHT POLICY

Introduction

Permaculture Toowoomba Inc. is responsible for managing its assets, including its intellectual assets, in a way that maximises their contribution to the goals of our association.

Subject to these responsibilities, Permaculture Toowoomba Inc. is committed to the widest possible dissemination of its ideas, publications and findings where these may assist others.

Purpose

The purpose of this policy is to clarify the status of material subject to copyright used by our association, and to remove any possible misunderstandings about ownership of copyrights.

Policy: Production of Copyright Material

Material created by Management Committee members, financial members and volunteers of Permaculture Toowoomba Inc. entirely on their personal time and not involving the use of our association's facilities or materials shall be the property of the creator.

An individual's "personal time" shall mean time to perform assigned functions for which they do not receive payment.

Management Committee members, financial members and volunteers who claim that material was made or created on personal time have the onus of demonstrating this proposition.

With the exception of material created on personal time, all materials that result from activities carried out at Permaculture Toowoomba Inc., or developed with the aid of Permaculture Toowoomba Inc.'s facilities, or developed through funds administered by Permaculture Toowoomba Inc., shall be the property of Permaculture Toowoomba Inc. except by specific prior written agreement.

Works by independent contractors shall be owned in accordance with the contract under which the work was created. Permaculture Toowoomba Inc. shall ensure that there is a written contract for work by an independent contractor specifying ownership.

Any dispute between Permaculture Toowoomba Inc. and its Management Committee members, financial members and volunteers on issues of copyright ownership shall be determined by our association's dispute resolution procedures.

Use of Copyright Materials

Management Committee members, financial members and volunteers of Permaculture Toowoomba Inc. are required to observe all applicable copyright laws and regulations.

The Management Committee is required to institute procedures that will ensure:

- a) that all uses of copyright materials are recorded, and that
- b) all compensable uses of copyright material are appropriately processed.

Copyright on Permaculture Toowoomba Inc. Materials

All materials produced by or on behalf of Permaculture Toowoomba Inc. are copyright. Permission to reproduce such materials depends on the category into which they fall.

All materials produced by or on behalf of Permaculture Toowoomba Inc. will be classified by the Management Committee into one of the following classes.

1. Those materials that are copyright and that cannot be reproduced by any process other than for the purposes of and subject to the provisions of the Copyright Act and any licensing agreement between the user and Permaculture Toowoomba Inc.
2. Those materials that are copyright and that may nonetheless be circulated and/or reproduced as long as any reproduction features specified credits and disclaimers.
3. Those materials that are copyright and that may nonetheless be reproduced without conditions.
4. Those materials that are not copyright.

The copyright policies of Permaculture Toowoomba Inc. are binding on all Management Committee members, financial members and volunteers, whether paid or voluntary. The copyright policies of Permaculture Toowoomba Inc., as amended from time to time, shall be included in the orientation material given to every financial member.

Responsibilities

It shall be the responsibility of the Management Committee to ensure that these requirements of this policy are complied with.

These policy and procedures shall be reviewed every year by the Management Committee.