

	HUMAN RESOURCES MANAGEMENT	V-B-4
STRAIT REGIONAL SCHOOL BOARD <i>Excellence in Lifelong Learning</i> POLICIES - GUIDELINES	General INTELLECTUAL PROPERTY - DISTANCE EDUCATION PROGRAM	
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INTELLECTUAL PROPERTY - DISTANCE EDUCATION PROGRAM

POLICY STATEMENT

The Strait Regional School Board's Distance Education Programs are designed to provide programming to students in all high schools, and beyond.

All work created for use in the Board's Distance Education Program shall be the property of the Board.

GUIDELINES

1. *This Policy applies to all employees of the Strait Regional School Board (the "Board") who create copyrightable works for use in association with the Distance Education Program. All present and future employees of the Board who participate in the Distance Education Program shall therefore be advised of the provisions of this Policy.*
2. *This Policy applies to employees who have created works for use in association with the Distance Education Program and who agree to sign a Strait Regional School Board Distance Education Copyright Agreement.*
3. *For the purposes of this Policy, "copyright" shall have the meaning outlined in the Copyright Act, R.S.C. 1985, c. C-42¹, as amended. In general terms, copyright, in relation to a work, means the sole right to produce or reproduce the work or any substantial part thereof in any material form whatever, to perform the work or any substantial part of the work in public, or if the work is unpublished, to publish the work or any substantial part of the work. It includes in the case of literary works, the right to make any sound recording, film, or other medium of the literary work. Copyright protects the expression of ideas; not the ideas themselves. The term of copyright is the author's lifetime plus an additional fifty (50) years.*
4. *For the purpose of this policy, "moral rights" shall have the meaning outlined in the Copyright Act above. In general terms, the author of a work has the right to the integrity of the work and, where reasonable in the circumstances, the right to be associated with the work as its author by name or under a pseudonym and the right to remain anonymous. Moral rights in respect of a work subsist for the same term as the copyright in the work.*

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5. *All works subject to copyright that are created by the employee for use in the Distance Education Program and have been formally agreed upon by both parties in the Strait Regional School Board Distance Education Copyright Agreement, will be owned by the Board. This includes all works created by the employee regardless of when or where the work is created, provided a Distance Education Program Copyright Agreement is in place.*
6. *The Board reserves the right to or not to: publish, modify, use or amend, or to change the medium of the works created in whole or in part, any materials created in accordance with a Strait Regional School Board Distance Education Copyright Agreement by the Employee in the course of employment with the Strait Regional School Board in the Distance Education Program.*
7. *The Employee waives his/her moral rights in any works created by the employee for use in association with the Distance Education Program, except the employee, will retain the right to be associated with the work as its author by name or under a pseudonym or the right to remain anonymous.*
8. *For greater clarity, where the Board is the owner of the copyright arising above, the Board shall be the party entitled to make an application for copyright registration in Canada or any country in the world, and the employee will assist the Board, at the Board's expense, to secure any registrations of the copyright world-wide.*

¹ <http://laws.justice.gc.ca/en/C-42/>