



INTELLECTUAL PROPERTY POLICY

PURPOSE OF INTELLECTUAL PROPERTY POLICY

The purpose of this Policy is to provide a framework for the ownership, use and management of Intellectual Property created in the course of CLOC Musical Theatre Inc ('CLOC') activities, and the observance of Moral Rights associated with that Intellectual Property.

POLICY RATIONALE

Intellectual Property is routinely created in the course of CLOC's activities. However, laws relating to Intellectual Property rights and Moral Rights can create complicated ownership and other issues that CLOC needs to manage and carefully control to avoid legal risks and disputes over these issues.

This Policy aims to provide clarity for all involved in CLOC's activities (including CLOC volunteers) in relation to the ownership of Intellectual Property and the treatment of Moral Rights.

As a CLOC Policy, all CLOC volunteers are taken to accept the terms of this Policy and to have agreed to comply with those terms.

DEFINITIONS:

Intellectual property (IP) is a term used to encompass a range of legal rights that protect the creations of the mind and creative effort.

In this Policy, 'Intellectual property' or 'IP' includes (but is not limited to) all intellectual property rights and industrial property rights, designs, sets, costumes, properties, artwork, musical compositions, performances, visual and audio recordings, choreography, logos and getup, inventions, models, designs, drawings, plans, software, reports, proposals, processes and other material, technology, ideas, inventions, programs, patents, copyright, trademarks and all improvements to any existing intellectual property (and whether registered or unregistered).

Moral Rights are the personal rights of an author or performer of a work to be attributed, not to have their authorship or performance falsely attributed and to have the integrity of their authorship or performance maintained. These rights are set out in greater detail in Part IX of the *Copyright Act 1968* (Cth) and in this Policy, 'Moral Rights' means the rights so set out in that Act.

POLICY DETAIL AND APPLICATION:

- IP invented, created, made or designed by a CLOC volunteer in the course of their engagement with CLOC shall be owned by CLOC.
- Each CLOC volunteer is taken to agree that any IP created in the course of their participation in CLOC activities will be the sole property of CLOC and, upon becoming a volunteer, to have agreed that all such IP is assigned to CLOC upon its creation. If requested by CLOC, CLOC volunteers agree that they will sign any documents required to confirm this assignment and CLOC's ownership.
- CLOC will act reasonably to observe the intent behind the observance of Moral Rights. However, to the extent the law allows, CLOC volunteers waive any Moral Rights arising from their participation in CLOC activities.
- CLOC volunteers agree not to bring any legal actions or claims against CLOC relating to Intellectual Property, IP rights or Moral Rights arising from their participation in CLOC activities.