A cartoon of a lizard with headphones

Description automatically generated

**Intellectual Property Policy**

# Purpose

This policy is designed to establish clear rules governing intellectual property at Chameleon to promote:

1. The security, currency and growth of the intellectual property owned by Chameleon.
2. A climate of research, invention, innovation, and commercial development at Chameleon.
3. Mutually beneficial commercial partnerships in the development of intellectual property between entities and individuals or external bodies.
4. Compliance by employees and independent contractors with the intellectual property rights of others, and compliance with intellectual property laws and related agreements.

# Scope

This policy applies to all operations of Chameleon including all employees and independent contractors.

# Policy Statement

Chameleon will own intellectual property as follows, and may reproduce, adapt or otherwise use this material for administrative, commercial or marketing purposes:

* Intellectual property that results from the efforts of employees or independent contractors pursuant to the terms of their employment or engagement at the Institute or while undertaking professional development paid for by the Institute.
* Intellectual property generated by employees or independent contractors through substantial use of Chameleon’s resources and/or services.

The following are exceptions to the above:

* When an alternative agreement has been negotiated between the entity and an employee or
* independent contractor, ownership of the resulting intellectual property will be governed by that agreement.

# Compliance with Intellectual Property Laws and Related Agreements

Employees and independent contractors will respect the lawful rights of intellectual property owners, including owners other than the Institute, in their use of intellectual property in the course of their employment, and will comply with requirements imposed by law or agreement.

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| **Definitions** | **Copyright materials** mean “works” in copyright which include:  Text (literary) works‐ books, journal articles, song lyrics, film scripts,  reports  Other kinds of related works including computer programs,  compilations/data bases  Artistic (visual) works‐ paintings, drawings, photos, maps and plans and “subject matter” which is copyright including audio visual material  cinematographic films including the images and sounds  sound recordings  broadcasts‐ TV and radio  published editions, which have their own copyright protection separate  from the content  **Intellectual property** means any property right arising from legislation, common law or a contract. Key types are:  Copyright - limitations in copying and communicating text works, music and scores, images, audio-visual materials and some performances (Copyright Act 1968)  Patents under the Patents Act  Trademarks registered under the Trade Marks Act 1995  Designs registered under the Designs Act 1906  Trade Secrets and other Confidential Information under contract or as part  of employment  **Moral Rights** of individual creators in copyright works they have created. These rights are different from the “economic rights” of the copyright owner, i.e. right to copy or communicate works to the public. Moral rights protect the creator’s right to be acknowledged as creator and protect their reputation by maintaining the integrity of the work. |
| **Related Policies/ Procedures** | Chameleon IP Procedure  Chameleon Copyright Procedure |
| **Review** | This policy will be reviewed no later than 5 years of it’s authorisation date. At this point it will need to be re-authorised by the relevant authority at Chameleon |