IP, Ethics, & Privacy Policies

IP Legislations:

1. Copyright:

Australian Copyright Act 1968

Copyright is a type of property that is founded on a person’s creative skill and labour. Copyright protects the form or way an idea or information is expressed, not the idea or information itself.

<https://www.legislation.gov.au/Details/C2019C00042>

1. Trade Marks:

Australian Trade Marks Act 1995

A trade mark is a sign used or intended to be used to distinguish goods or services dealt with or provided in the course of trade by a person from goods or services so dealt with or provided by any other person.

<https://www.legislation.gov.au/Details/C2017C00046>

1. Patents:

Australian Patents Act 1990

A patent is a grant by the Commonwealth government that gives the patent’s owner exclusive right to the exploitation of an invention.

<https://www.legislation.gov.au/Details/C2017C00045>

The Australian Copyright Act 1968 affects the games industry as games often include ideas in the form of original stories and original characters, and this act protects the way such things are expressed. The Australian Trade Marks Act 1995 affects the games industry as game companies use logos and names that fall under the protection of this act. The Australian Patents Act 1990 affects the games industry as games make use of in-game mechanics that fall under the protection of this act that game developers may want exclusive rights to. In conclusion, the games industry makes use of all 3 of these acts because of original stories and characters, company logos and names, and unique mechanics, which all fall under the protection of their respective acts.

Privacy Policy Changes:

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| Updated sections | Updates to sections | Reason for update |
| Update to the ‘Children’ and ‘Changes to this Privacy Policy’ section: | ‘Derivative Games does not knowingly request or collect personal information from children younger than 18 years of age.’  ‘Our policy must be agreed to, to use our software, and you should be 18 years or older to do so. If you are not 18 years or older, a parent or guardian must agree to this policy before continuing.’ | These changes are compliant with GDPR and COPPA, as well as being a general fix for international releases. |
| Update to the ‘Security’ section and new section ‘Contact Information’ added: | ‘Due to the anonymous nature of much of the data collected, we may not be able to supply you with specific data pertaining to you immediately. If you need data supplied to you or removed from our system, please contact us via the information provided at the end of the policy.’  ‘Contact Information  If you need to contact us, you can either reach us via phone or email.  Phone: (phone number)  Email: (email address)’ | These changes allow users a means to contact the company for removal or retrieval of data, or for any other necessary purpose. |

Code of Ethics Changes:

* Predatory practices in games
* Diversity in games

I will strive to ensure that games I work on do not include limited time in-game purchases, in-game purchases marketed towards younger audiences, or any other practices that may be considered predatory.

This inclusion will be added to the Code of Ethics because predatory practices could be harmful to audiences.

I will strive to ensure that games I work on pertain to all audiences, and do not contain any material that could be offensive.

This inclusion will be added to the Code of Ethics because it’s important that audiences feel safe to play our games.

Dispute Resolution:

<https://www.safework.sa.gov.au/workers/health-and-wellbeing/grievance-and-complaint-resolution>

<https://business.gov.au/people/disputes/resolve-disputes>

* Employee raises the concern.
* Employer communicates with both parties to understand both sides of the concern.
* Conversation is had with both parties while employee is present.
* Compromise is made that ensures both parties feel as though the issue has been resolved.
* If dispute/grievance cannot be resolved, the employee refers the dispute/grievance to the Fair Work Commission.