

## COPYRIGHT AND INTELLECTUAL PROPERTY POLICY

- This policy applies to ongoing employees, directors, contractors and volunteers of First Nations Media Australia.
- Material created by employees in the course of their employment with First Nations Media
  Australia, irrespective of whether it is created using First Nations Media Australia facilities or
  materials, or during normal working hours, will belong to First Nations Media Australia.
  Notwithstanding, employees who create First Nations Media Australia materials by adapting their
  own copyright or intellectual property products, will retain their original copyright/intellectual
  property.
- Staff and volunteers must not reproduce, publish, distribute or adapt third party copyright material
  in the course of their work for First Nations Media Australia without the authorisation of the
  copyright owner.
- Staff may not reproduce text, photographs or illustrations found on the internet without authorisation of the copyright owner. This includes for use in internal or external newsletters, reports or presentations. All non-generic images and illustrations should be sourced from and with the consent of the creator.
- Employees and volunteers may use copyright material belonging to or licensed to First Nations Media Australia only for the purposes of their work for First Nations Media Australia.
- Where material is used by First Nations Media Australia under license, staff and volunteers must act in accordance with that license.

Version	Date	Endorsement/Description of change
	adopted/revised	
1.	21/3/2016	General Manager Daniel Featherstone
	8/5/19	Endorsed by First Nations Media Australia Board

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