

Washtenaw County Community Mental Health

OWNERSHIP OF WORKS MADE FOR HIRE

PURPOSE

Clarify guidelines regarding the ownership of works produced by staff of (WCCMH) and those of organizations under contracts to WCCMH.

POLICY

- The County of Washtenaw, pursuant to Title XVII of the United States Code, shall own all work made for hire by staff of WCCMH, whether completed partially or in their entirety during time for which the person is compensated by the County, either by pay or compensatory time, unless the County and that person expressly agree otherwise in writing.
- The WCCMH shall initiate copyright applications for works which warrant copyright protection in order to guard against their use by unauthorized persons.

DEFINITIONS

Staff Person: A full or part-time employee, or contractual staff, of WCCMH or of an organization under contract to WCCMH.

Title XVII of the United States Code: Outline of the United States Copyright Law. It includes the exceptions to the First owner of copyright information which states work prepared within the scope of employment is work for hire and therefore copyright belongs to the employer.

Works: Products which are written down or are in some other form which can be reproduced or otherwise communicated.

Works Made for Hire: Products (e.g. written materials, games/teaching aids, computer software) which are prepared by a staff person within the scope of that individual's employment activities.

REFERENCES

(none)

EXHIBITS

(none)