

Douglas Education Service District

Code: **GCQBA**
Adopted: 7/17/08
Readopted: 4/16/15
Orig. Code(s): 2345

Intellectual Property

Douglas Education Service District (DESD) considers all employee work product to be the exclusive property of DESD. "Employee work product" includes, but is not limited to: letters, memoranda, lists, papers, pamphlets, books, presentations and data compilations whether in draft or final form, paper or electronic format.

Employees may not use their work product for personal gain or non-DESD related activities without the express written approval of the superintendent.

Employee work product constitutes "work made-for-hire" under applicable copyright laws, all copyrights to which are owned by DESD.

Upon termination of employment with DESD, employees must surrender and return all employee work product to DESD and may not copy or use employee work product for any purpose whatsoever without prior written approval from the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 334.125](#)

[ORS 332.745](#)

Copyrights, 17 U.S.C. §§ 101- 1332; 19 C.F.R. Part 133 (2006).

Patents, 35 U.S.C. §§ 1-376 (2006).

Cross Reference(s):

EGAAA - Reproduction of All Copyrighted Materials