## INTELLECTUAL PROPERTY POLICY

[Organization Name] is committed to protecting copyright. All original creative works are protected by copyright in Canada. [Organization Name] retains copyright for works created while on the job.

DEFINITION

Copyright refers to the exclusive right to work, produce or reproduce the work at any substantial part of the work in any material form, including, but not limited to, electronic form, and communicate electronic copies of the work.

For this policy, intellectual property encompasses all interests and rights in all [Organization Name] works.

POLICY

1. All developments created by an employee in the course of employment, under applicable copyright laws and any other applicable laws, shall be the sole and exclusive property of [Organization Name].
2. The employee will waive any moral rights they may have in any copyrighted work within [Organization Name] development.
3. An employee will assist [Organization Name] in perfecting and preserving its copyright as described above.
4. An employee will not disclose or use any confidential, proprietary, or trade secret information of [Organization Name], its customers, or suppliers.
5. If an employee is terminated from [Organization Name] for any reason, he or she will not disclose or use any of [Organization Name]'s or its customers' information in any future work the employee may undertake.
6. An employee will not bring, disclose, or use any confidential, proprietary, or trade secret information of any previous employer or party for whom the employee had performed work or any information about their previous employer's customers or suppliers.
7. An employee will not disclose or use any inventions of a previous employer or its customers that [Organization Name] is not otherwise entitled to learn of or use.

Failure to comply with this policy may result in disciplinary action, up to and including termination.