

# UNITARIAN UNIVERSALIST SOCIETY OF GENEVA

## INTELLECTUAL PROPERTY POLICY

Approved by the Board of Directors on December 9, 2014

Wishing to clarify the Covenant that exists between our Society and our professional religious leadership, and recognizing that secular law and religious custom do not always coincide, the Board of Directors of the Unitarian Universalist Society of Geneva (“this Society”) has adopted the following Policy:

The Unitarian Universalist Society of Geneva hereby assigns ownership of copyright pertaining to all materials that fall within the legal category of “works for hire” created by the Senior Minister, the Director of Lifespan Religious Education, and any other professional staff members (including but not limited to Associate Minister, Assistant Minister, Ministerial Intern, Minister of Religious Education, Youth Minister, Music Director, Program Director, Director of Lay Ministries, etc.), to those individuals and declines any claim to ownership. This Society also recognizes the right of our staff professionals to receive any fees or royalties from such works.

Individual professional staff members may if they choose assign such ownership and/or such fees or royalties to this Society. Such assignments shall be made on a case-by-case basis at the discretion of the individual staff professional(s).

This assignment of ownership includes but is not limited to sermons, poetry, worship or devotional materials, educational materials, videos, CDs, music, books or articles prepared for publication or distribution in any media. It is expected that the staff professionals will permit at no further cost to the Society the contractual use of these materials by this Society to further this Society’s mission and goals.

The Unitarian Universalist Society of Geneva further recognizes the right of all members of its professional staff, including but not limited to the Senior Minister, Director of Lifespan Religious Education and others, to contract for professional services and to receive the fees therefrom, insofar as these activities do not interfere with the provision of contractual professional services to the Unitarian Universalist Society of Geneva. Such services include but are not restricted to rites of passage for non-members, workshop leadership, supply preaching, and professional consultation.

In the event of a disagreement between this Society and a staff professional over ownership of authorship or copyright, assignment of fees or royalties, or professional services beyond this Society, all parties agree in advance to seek and abide by a decision arising from mediation or arbitration in accordance with the practices of the Unitarian Universalist Association, the Liberal Religious Educators Association and the Unitarian Universalist Ministers Association, rather than litigation.