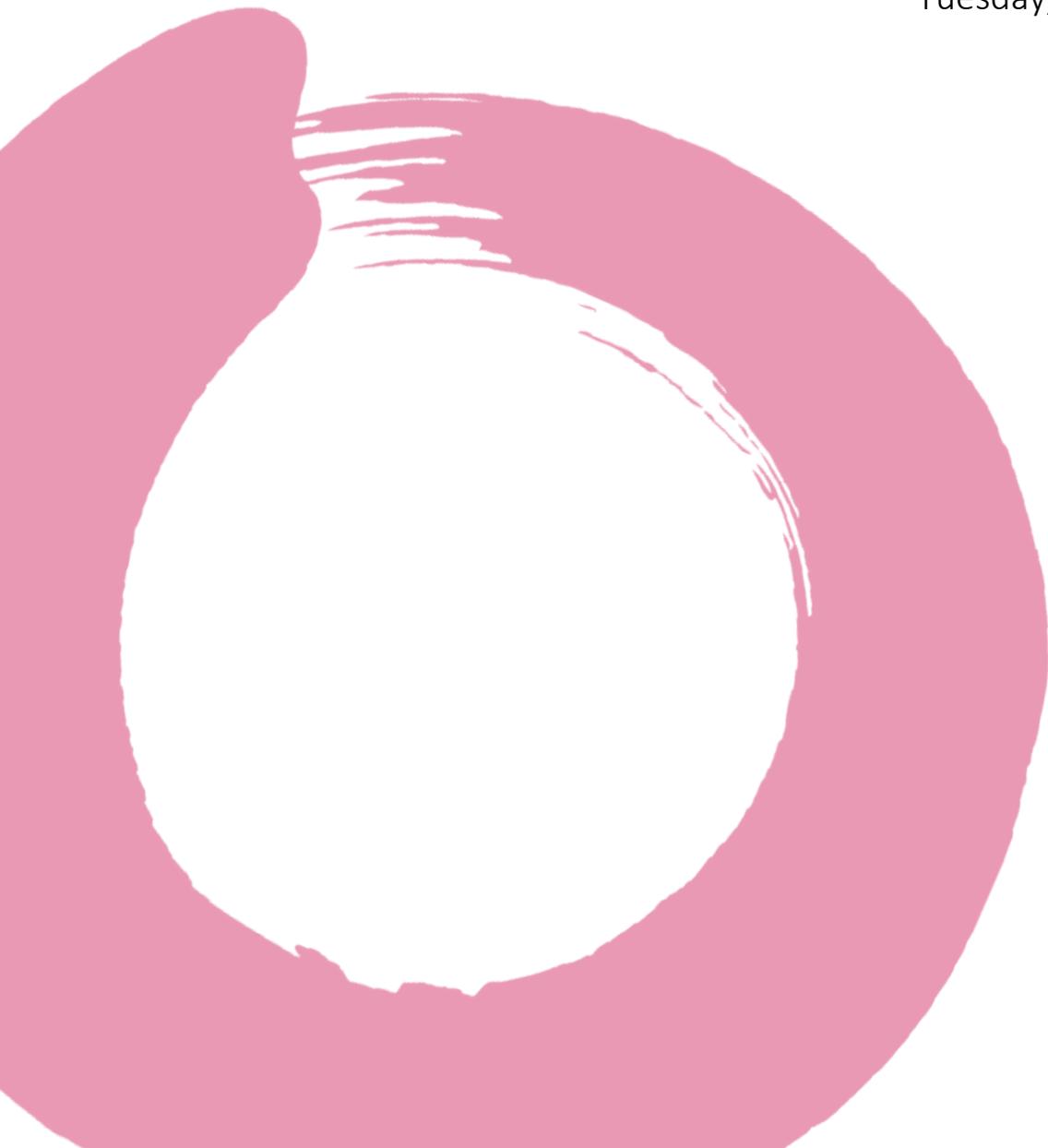




# Intellectual Property (IP) Policy One Woman Project 2022-2025

**Last updated by:** Scarlett Do, National Co-Director  
Tuesday, 1 February 2022



# 1. Intellectual Property (IP) Policy

## *Introduction & Purpose*

The purpose of this Intellectual Property (IP) Policy is to establish a structure for the ownership, reporting, identification, management and commercialisation of Intellectual Property.

## *Scope*

This policy applies to:

1. All team members of the One Woman Project, whether volunteer or paid;
2. All Board of Directors members of the One Woman Project;
3. Guest speakers, workshop presenters and facilitators; and
4. Participants of the One Woman Project's events, activities and educational programs.

## *Policy*

The One Woman Project seeks to cultivate an environment encouraging innovation, creativity, the dissemination of knowledge, and the advancement of teaching, learning and knowledge-sharing on gender equality, feminism and social justice. Intellectual Property created out of these activities, and in the pursuit of these activities, is recognised by the organisation as a valuable asset.

The organisation acknowledges that knowledge, learning and ideas should be made available within the public domain for the benefit of the entire community, but that this must be balanced with the recognition of the importance of commercialisation of Intellectual Property for and on behalf of the organisation for financial return. The organisation will seek to commercialise such Intellectual Property where needed to further the charitable goals of the organisation, and will provide distribute any significant financial returns from such commercialisation towards that purpose.

This policy therefore sets out the principles of ownership of Intellectual Property generated by team members, Board members, guest speakers, workshop presenters, facilitators and participants of the organisation.

## *Ownership of Intellectual Property*

Unless otherwise agreed in writing, the organisation owns all Intellectual Property invented, created, made or designed by a team member or Board member in the course of their engagement as a team member with the One Woman Project.

Team members and Board members who bring existing Intellectual Property to the organisation to be used in the course of their engagement, retain the ownership of this material. The organisation makes no automatic claim to ownership of Intellectual Property created independently by guest speakers, workshop presenters, participants or similar, who engage with the organisation.

## *Confidential Information*

Team members, Board members, guest speakers, workshop presenters, participants or similar who receive confidential information (related to the organisation, or in the course of the activities of the organisation) must not disclose that information without express, written consent from the One Woman Project. If required by operation of the law to make a disclosure, the individual will first inform the organisation prior to making the disclosure.

## *Moral Rights*

The organisation recognises the right of a creator of Intellectual Property to be acknowledged as such, and the right to object to derogatory treatment of that Intellectual Property. The organisation will take all reasonable steps to ensure that the moral rights of individuals are respected and to endeavour that others also respect those rights.

## *Distribution of Financial Returns*

Where the organisation derives any significant financial return from the commercialisation of Intellectual Property, these returns shall be distributed in according to the charitable purpose of the organisation. Further to this, unless prior written agreement is obtained, the creator of these materials will not be entitled to any financial return in relation to the commercialisation of Intellectual Property.

## *Intellectual Property Agreement*

The organisation may enter into agreements concerning Intellectual Property rights and ownership which will override the provision of this policy.

## *Dispute Resolution*

If a dispute arises as to the operation of this policy, or as to any matter on which the operation of this policy relies, the National Director will appoint a mediation team (constructed of internal and external parties) to assist in resolving the dispute.

If the dispute cannot be resolved through the assistance of the mediation team, the National Co-Directors will appoint a suitably qualified, external party to conduct an investigation into the dispute. The person conducting the investigation will act expeditiously and will have access to all persons and relevant information to fully investigate the matter consistent with the principles of natural justice. The investigation may entail gathering evidence and interviewing the parties to the dispute. The parties to the dispute may make submissions in writing to the investigator. Confidentiality will be respected at all times during the investigation process, within the constraints of needing to fully investigate the matter.

The outcomes of the investigation, together with recommendations, will be forwarded to the National Co-Directors and the Board of Directors for consideration. The National Co-Directors and the Board of Directors will review the outcomes, but is not bound to accept the recommendation of the investigation. Following receipt of the investigation findings, the National Director and the Board of Directors will make a finding on the dispute which shall be in writing, and will be final on all parties to the dispute.