

Copyright Policy

1. Introduction

PSC's approach to the management of its intellectual property is rooted in generosity and in the spirit of sharing, learning and innovating on the edge of this emergent area of psychology. PSC therefore grants rights to its intellectual property with the fewest possible restrictions, in a way that will maximise its impact, value, accessibility and benefit to the public, whilst also respecting third party Copyright and moral rights.

2. Purpose

The purpose of this policy is to:

- establish clear guidelines for PSC staff, volunteers and the wider public on the sharing and use of PSC's intellectual property; and
- outline the licensing regimes that apply to different types of intellectual property owned by PSC.

3. Scope

This policy applies to all PSC staff, volunteers (including the PSC Board), contractors and collaborators.

This policy applies from the approval date at the bottom of this document.

4. Definitions

Creative Commons licences (CC licences): CC licences are standardised licences created by an international nonprofit organisation, Creative Commons, for use by copyright owners who are happy to allow others to use their work (without payment) subject to certain conditions (or, less frequently, unconditionally). The latest version of the CC licences is version 4.0 and is intended to be used internationally. The licences in full can be found at <https://creativecommons.org/>. The following is a list and brief summary of the terms of the most commonly used CC licences (from least to most restrictive):

1. Attribution / CC BY

This licence allows others to copy, share, modify, adapt and build upon the original work, including for commercial purposes, as long as they credit the creator. Sometimes called the "Attribution Only licence", this licence option is the most open of the CC licences.

2. Attribution-ShareAlike / CC BY-SA

This licence allows others to copy, modify, adapt and build upon the original work, including for commercial purposes, as long as they credit the creator and licence their new creation under the same terms. This means that all new works based on the original work ("derivatives") must be released under the same type of licence. This licence is also known as "the copyleft licence" and is

intended to ensure the downstream use of the material.

3. **Attribution-NonCommercial / CC BY-NC**

This licence allows others to copy, share, modify, adapt and build upon the original work for noncommercial purposes only and provided the creator is attributed.

4. **Attribution-NonCommercial-ShareAlike / CC BY-NC-SA**

This licence allows others to copy, share, modify, adapt and build upon the original work for noncommercial purposes only, as long as they credit the creator and licence any derivatives under the same terms.

5. **Attribution-NoDerivatives / CC BY-ND**

This licence allows others to copy and distribute the original work for any purpose, including commercial purposes, provided the material is not adapted in any way and the creator is attributed.

6. **Attribution-NonCommercial-NoDerivatives / CC BY-NC-ND**

This licence is the most restrictive CC licence. It allows others to download and share the original work for noncommercial purposes only, provided the material is not adapted in any way and the creator is attributed.

To identify which CC licence is most suitable for a particular work, please see the flow chart in the [Appendix](#).

Copyright: Copyright is a form of intellectual property that protects the original expression of ideas. It enables creators such as PSC to manage how their intellectual property is used. Copyright subsists in a broad array of material and resources that result from intellectual and creative efforts by PSC staff, volunteers and collaborators on behalf of PSC. Examples include a workshop run-sheet, adaptation of other people's materials, slide decks, guided practices, and workshop activities.

Moral rights: Moral rights protect the personal relationship between a creator and their work, even in situations where the creator no longer owns the copyright in the work. Moral rights concern the creator's right to be properly attributed or credited, and the protection of their work from derogatory treatment.

5. Policy

5.1 Ownership of intellectual property (PSC staff, volunteers and independent contractors)

Our standard position is that PSC owns all Copyright in all material developed by or on behalf of PSC, its staff, volunteers and independent contractors, and all improvements or modifications made to those materials.

Where material is developed by employees in the course of their employment, PSC will automatically own the Copyright as a matter of law, and this will also be addressed in our employment agreements.

Where material is developed by volunteers or independent contractors, the Copyright must be assigned to PSC in the relevant volunteer or contractor agreement.

The only exception to this is where PSC engages a consultant or volunteer, or asks an employee, to deliver training or materials they have developed outside of their relationship with PSC. In such cases, the

consultant/volunteer/employee will usually retain the Copyright to the material, and grant PSC a licence to use the material. The terms of that licence must be confirmed in a written agreement. The agreement will also specify that if any improvements or modifications to the material are made by or for PSC, then the Copyright in the new version will be owned by PSC.

5.2 Marking

If PSC owns the Copyright in any material, then the material should be clearly marked as follows:

© Psychology for a Safe Climate Inc. [insert year]

If PSC does not own the Copyright in any material, then the material should be clearly marked as follows:

© [insert name of Copyright owner] [insert year], used under licence

The year inserted should be the year the material was created or last modified.

5.3 Moral rights

PSC acknowledges and will observe the moral rights of individual creators of Intellectual Property in accordance with the *Copyright Act 1968 (Cth)*.

In particular, when reproducing written material, a photograph or an illustration, PSC's staff and volunteers must ensure that:

1. The creator of the work is credited, provided it is appropriate to do so. (For example, it would be appropriate to acknowledge the author of a PSC report or opinion piece in a PSC Newsletter, but it may not be appropriate to acknowledge the creator of a PSC marketing brochure or promotional flyer.)
2. A person is not falsely identified as the creator, unless it is reasonable to do so. (For example, it may be appropriate to suggest that the author of certain correspondence or marketing material is the CEO, even though the material was written by somebody else.)

5.4 Use of PSC Intellectual Property

PSC's programs, training materials and service offerings are subject to copyright and may only be used in accordance with this Policy.

If the Copyright in certain material is owned by PSC and the material is marked accordingly (see section 5.2 above) then, unless otherwise indicated, you are free to use the material in accordance with the following Creative Commons Licences:

1. CC BY-NC-ND

- a. PSC Professional Development Program including InterVision.
- b. Organisational Offerings including interactive seminars and talks, workshops and organisational Climate Cafes;
- c. PSC-led Community Workshops including the Climate Grief and Climate Burnout Workshops.

2. CC BY-NC-SA

- a. Climate Cafe Program including Climate Cafe Facilitator training, Climate Cafe InterVision.

5.5 Use of third party Copyright

If the Copyright in certain material is **not** owned by PSC or the material is marked as being used under licence (see section 5.2 above) then you must **not** use the material unless PSC authorises you to do so in writing, and you must comply with any directions or conditions advised by PSC.

PSC is committed to respecting the Copyright of third parties, including PSC's volunteers and contractors. Intellectual property belonging to third parties must not be used unless there is an express right to do so.

In order to document the conditions of use of all third party Copyright, a master list of PSC workshops and practices will be established that identifies where material is not owned by PSC. The list should identify:

- whether the owner has authorised PSC to use, modify or publish the material, and on what terms;
- whether PSC is authorised to **allow others** to use, modify or publish the material, and on what terms.

In instances where this information is not available, the material must not be used without written authorisation of PSC management.

Future collaborations with third parties

Programs developed in collaboration with other individuals or organisations, or developed for other organisations to deliver in conjunction with PSC, require a Memorandum of Understanding (MOU) or Service Agreement prior to the commencement of work. The agreement must address the issue of intellectual property and specify matters such as: who retains ownership of the copyright, permitted uses of the material, duration of the licence, etc.

Indigenous Cultural and Intellectual Property

PSC recognises Indigenous Peoples' right to self-determination, which encompasses Indigenous Cultural and Intellectual Property (ICIP) rights to their heritage and culture. Heritage includes all aspects of cultural practices, traditional knowledge and resources and knowledge systems developed by Indigenous Peoples as part of their identity. PSC agrees to take all reasonable steps to ensure that ICIP Rights are respected and upheld, in accordance with the terms of this policy.

Website

PSC's website provides a rich source of information about psychological wellbeing in the context of the climate crisis.

The website's Terms of Use clarify how website content can be used. They are located in the footer section so that they can be viewed on every page.

The terms of use clarify copyright for PSC material and assets, the use of PSC's logo, linking to PSC website, and include a disclaimer about third party websites. You can read the terms and conditions text in the Appendix of this policy.

6. Responsibilities

It is the responsibility of the CEO to ensure the day-to-day implementation of this policy, with support from PSC staff.

All PSC staff and volunteers (including the Board) are responsible for ensuring compliance with this policy, which will be added to the suite of policies included in PSC's staff and volunteers' induction packets.

At the outset of developing new workshops or programs, the Manager (or other PSC staff member) will initiate a discussion with volunteers about this policy and subsequent expectations regarding authorship, attribution and permission for the ongoing use of material developed by volunteers.

7. Review

This policy will be routinely reviewed and updated by the Policies, Procedures and Risk (PPR) working group.

8. Procedures

In line with the allocation of CC licences by this policy (listed above), PSC staff and volunteers should apply the relevant CC licence by either: (1) adding text stating that PSC licenses the content under the relevant CC licence, or (b) by adding the corresponding CC licence graphic. For example,

ADD THIS TEXT: *This work is licensed under CC BY-NC. To view a copy of this licence, visit <http://creativecommons.org/licenses/by-nc/>*

Or ADD THIS graphic:



The graphics can be downloaded from this website: <https://creativecommons.org/mission/downloads/>

For PSC resources and presentation slides the first slide/page states:

Copyright in the presentation is the property of PSC and may not be reproduced or distributed to the public except in accordance with the Creative Commons Licence below. All other rights are reserved.

With the accompanying graphic at this size .

9. Related document and information

- Creative Commons: <https://creativecommons.org/>
- Australian Copyright Council: <https://www.copyright.org.au/>
- The Copyright Agency: <https://www.copyright.com.au/>
- *Copyright Act 1968 (Cth)*
- PSC contracts of employment

- [PSC Code of Conduct](#)

Authorisation

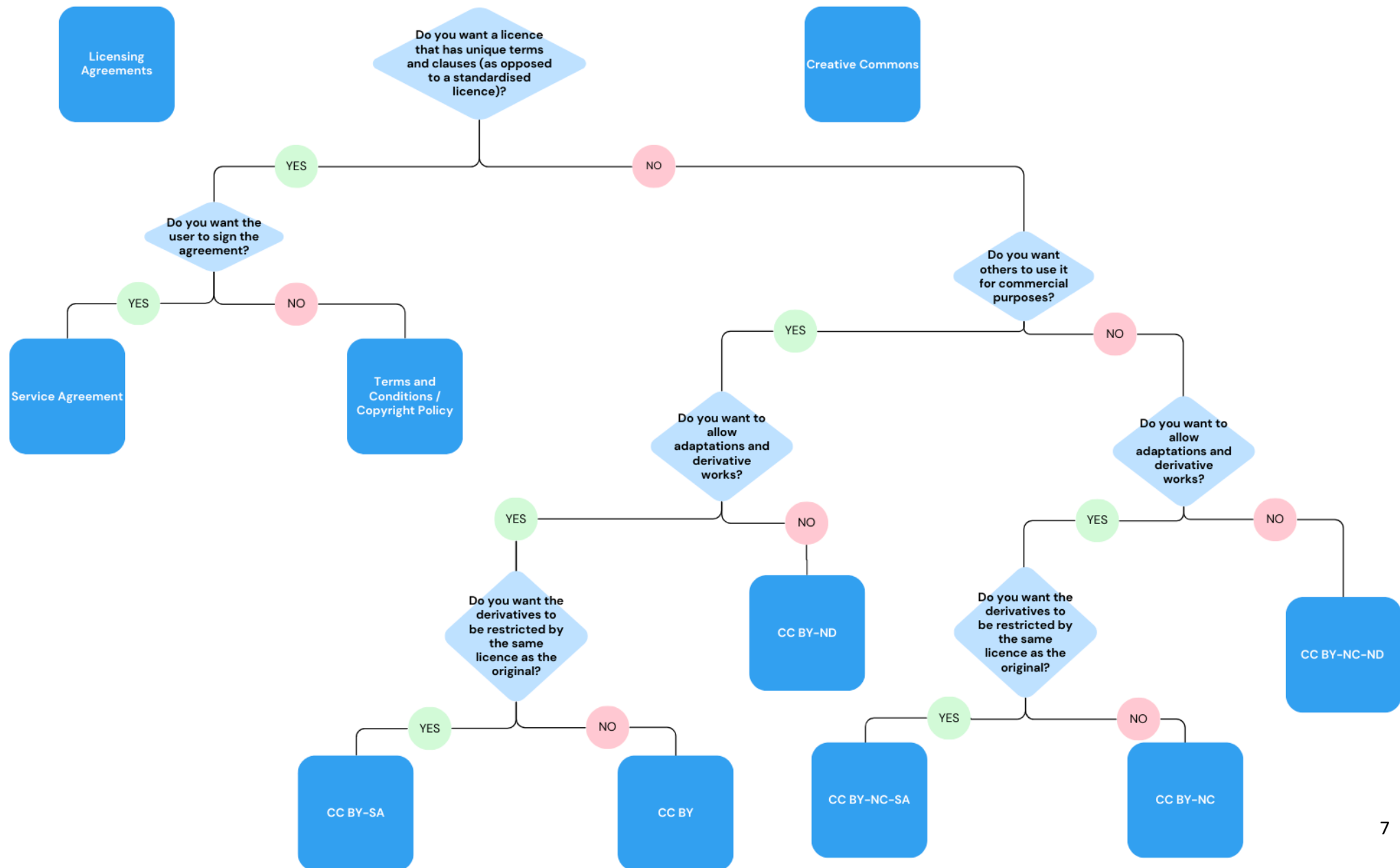


Signature

Board Secretary **Sonja Trio**

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Appendix



Copyright Terms and Conditions for PSC website

COPYRIGHT

Most of the content on PSC's website, including material in downloadable files, is protected by copyright.

Copyright in most of the content on this website is owned by PSC. The content in which copyright is owned by others includes images reproduced on this website under licence, professional resources and some downloadable documents.

Except as permitted by the copyright law applicable to you, you may not reproduce or communicate any of the content on this website, including files downloadable from this website, without the permission of the copyright owner.

The *Copyright Act 1968 (Cth)* allows certain uses of content on the internet without the copyright owner's permission. This includes uses by educational institutions for educational purposes and by Commonwealth and State government departments for government purposes, provided fair payment is made.

PSC gives permission for its members and licensees to copy and communicate content in which PSC owns copyright for their own use and for use in their organisation, subject to any conditions or limitations indicated on the relevant material.

PSC LOGO

PSC's logo may not be used without prior written permission.

LINKING

Linking to this website is permitted provided that the links are clearly acknowledged.

DISCLAIMER

The material published on this website is intended for general information only and is not professional advice.

While care and consideration has been taken in the creation of the material on this website, PSC does not warrant, represent, or guarantee that the material published on this website is in all respects accurate, complete and current. To the extent permitted by law, we exclude any liability, including any liability for negligence, for any loss or damage arising from reliance on material on this website.

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