

# Policy Manual



<b>Title:</b> College Innovations	<b>Number:</b> 6Hx2-3.29
<b>Legal Authority:</b> Fla. Statutes 1001.67	<b>Page:</b> Page 1 of 2

## GENERAL STATEMENT

College employees are to hold in strictest confidence, and not to use, any Confidential Information of the College, its executives, subsidiaries, affiliates, direct support organizations, successors or assigns, without written authorization of the College. This applies at all times during the term of employment and thereafter. “Confidential Information” means confidential, non-public information related to the College’s business and current, future and proposed products, projects and services of College or College affiliates, any College or College affiliates proprietary information, technical data, trade secrets or know-how, as well as any other business information disclosed to any employee by the College or College affiliates either directly or indirectly.

All employees irrevocably assign to the College any right, title and interest in and to any of the following that the employees, solely or jointly with others, create, derive, conceive, develop, makes or reduce to practice during employment with the College: discoveries, designs, developments, improvements, inventions (whether or not protectable under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protectable under copyright laws), trade secrets, know-how, ideas (whether or not protectable under trade secret laws), mask works, trademarks, service marks, trade names and trade dress (“College Innovations”).

To the extent any of the rights, title and interest in and to College Innovations cannot be assigned by an employee to the College, employee grants the College an exclusive, royalty-free, transferable, irrevocable, worldwide, fully paid-up license (with rights to sublicense through multiple tiers of sublicensees) to fully use, practice and exploit those non-assignable rights, title and interest, including, but not limited to, the right to make, use, sell, offer for sale, import, have made, and have sold, the College Innovations.

Should any employees independently develop what would otherwise be a College Innovation on their own (“non-College Innovations”), meaning any inventions prior to the start date of employment, without receiving remuneration or release time from the College and without using College facilities, equipment, or personnel to create such non-College Innovations, and created outside of their scope of duties as a College employee, then the employee shall have the sole right of ownership and disposition of such works, *provided that* such non-College Innovations have been properly disclosed to the College in writing and the College deems appropriate in its sole discretion.

## FACULTY

This policy shall apply to all employees *except* full-time faculty.

## IMPLEMENTATION and OVERSIGHT

The Executive Director for Human Resources and Equity has responsibility for implementation and oversight of this policy. Policy violations and appeals will be investigated by the Executive Director for Human Resources and Equity and/or his/her designee.

<b>History:</b> Issued as Policy 3.44 on January 15, 1985; revised December 16, 1986; revised and re-numbered May 21, 1997; revised January 26, 2005; revised February 26, 2013, revised June 27, 2017			
<b>Approved by the Board of Trustees</b>	<b>Date:</b> 06/27/17	<b>President’s Signature</b> 	<b>Date:</b> 06/27/17

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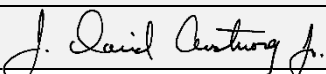


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## VIOLATION OF POLICY

Violations of this policy may result in discipline up to and including termination. Employee acknowledges that a violation of any terms of this Policy by a College employee will cause material and irreparable damage to the College for which the College has no adequate remedies at law. Therefore, the College shall be entitled to seek specific performance and injunctive relief for any such violation.

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