

Copyright Infringement Policy

Under the Copyright Infringement Policy Donna's Academy of Hair Design prohibits the unauthorized use of copyrighted material, including on its computer systems or networks: copyright, trademark, patent, trade secret or other intellectual property infringement, including but not limited to using any copyrighted names, texts, or images, offering pirated computer programs or links to such programs, serial or registration numbers for software programs, or similar content. While the academy does not provide access to computers for students for studying or teaching, the policy remains in effect, and includes personal computer use and copyright violation for assignments and research that a student or employee may conduct on their own personal time. All students and employees are expected to comply with any applicable copyright laws.

If a student or employee suspects copyright infringement, they should report such infringement in writing, attention to the Director, the name and article of claimed infringement for further review by the Director. The Director will conduct an investigation on the alleged infringement. Any students or employees who violate this policy will be subject to disciplinary action up to and including termination of employment or enrollment and may also result in local, state and/or federal charges. Legal sanctions under local, state and federal laws may include: In a civil action, the individual infringer may be liable for either actual damages or statutory damages of up to \$30,000. In addition, individual infringers may be subject to criminal prosecution. Criminal penalties can include up to ten years imprisonment depending on the severity of the infringement.

Summary of the Law

Copyright is legal protection of intellectual property, in whatever form, that is provided for by the laws of the United States to the owners of copyrights. According to the U.S. Copyright Office, a Copyright is a form of protection provided by the laws of the United States (Title 17, U.S. Code) to the authors of 'original works of authorship,' including literary, dramatic, musical, artistic, and certain other intellectual works. This protection is available to both published and unpublished works. The Copyright Act generally gives the owner of a copyright the exclusive right to do and to authorize others to do the following:

To reproduce the work, prepare derivative works, distribute copies, and display the work publically. The law does permit "fair use" of copyrighted material without the copyright owner's permission in certain circumstances (see *17 U.S.C. § 107*).

Some works are not protected by copyright and fall into the "public domain." For example, works created by a United States government employee within the scope of employment, or works for which copyright has expired (generally, 70 years after the life of the author). Once a work is in the public domain, it may be used without obtaining copyright permission. The Digital Millennium Copyright Act (DMCA) realizes that digital transmission of copyrighted works adds complexity to the law. This act amended the copyright law to provide regulations for works cited via the Internet. To review this act on line got to <http://lcweb.loc.gov/copyright/legislation/hr2281.pdf>.