



**COLLEGE OF THE NORTH ATLANTIC**  
**GOVERNANCE POLICY**

**TOPIC: ACCOUNTABILITY**

**TITLE: INTELLECTUAL PROPERTY**

**Policy No.** GP-A-104      **Effective Date:** June 15, 2020

104.1 All information and material gleaned or developed while working for or paid directly by the College is the property of the College.

104.1.1 The President or their designate shall only deviate from the above general rule under a written agreement which complies with the Intellectual Property Principles appended to this policy.

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Original Policy  
Revised  
Revised

Approved (Board Minute)  
BM 06-11-06  
BM 04-20-16B  
BM 02-23-15

Date  
October 28, 2011  
June 15, 2020  
June 15, 2023

## Appendix I – Intellectual Property Principles

As the employer, the College generally asserts its right to ownership of all intellectual property gleaned or developed by its employees, whether permanent or contractual.

In specific circumstances, such as applied research initiatives or curriculum development for third parties, this general rule may not be practical or serve the College's best interests. The President or their designate may accordingly execute written agreements which deviate from the above general rule, but only in accordance with the following principles:

- Agreements must be executed by the parties in advance of the development of any new intellectual property under the agreement.
- Agreements must provide appropriate details regarding ownership of intellectual property, moral rights, licensing for future use, anticipated commercialization, and risk/revenue sharing between the parties.
- Agreements must be consistent with the College's mandate, values, strategic plan, governance policies, and operational policies and procedures.
- Agreements must provide demonstrable net benefit to the College.
- Agreements must be consistent with the College's legal commitments and contractual obligations.
- Agreements must follow the province's standards for conflict of interest, privacy and confidentiality, and disclosure requirements.
- Agreements must not impose operational restrictions on the College.
- Agreements must be subject to the review and legal advice of the General Counsel and the recommendation of the responsible Vice President.
- The President shall advise the Board of all agreements signed which do not comply with these principles.