



APPROVED

Board Policy: Copyright for Volunteer-Generated Materials/Content

Policy Statement

The Mountaineers does not generally obtain content releases for any volunteer- or user-generated materials or content published on our website (mountaineers.org), in any related digital formats, or in any course-related materials. However, for any volunteer-generated materials or content that appears in Mountaineer magazine or in any books published by Mountaineers Books, all volunteer contributors must sign a content release form or book contract.

For further details, see also our Terms & Conditions as described on our website (<https://www.mountaineers.org/legal/terms-conditions>) and Application, below.

Application

When volunteers or other users (hereafter referred to as “volunteers” or “volunteer contributors”) create, post, transmit, store, or edit content on The Mountaineers website and/or for course materials—including but not limited to text, curricula, music, sound, photographs, video, graphics, or code—they are automatically assigning exclusive copyright of such content to The Mountaineers to use as it sees fit for as long as it requires, including but not limited to in discussion forums, blogs, member profiles, product reviews, eLearning, other interactive digital or physical venues, and all social media related to The Mountaineers. It is understood, via our Terms & Conditions, that while The Mountaineers shall not use such content in any way that is deemed harmful to the volunteer or user, it also is not liable for any volunteer- or user-generated content. Whenever reasonably possible the volunteer or user shall be credited for such content.

Exceptions: Magazine & Books

1. For any original written, photographic, or illustrated content contributed to *Mountaineer* magazine, the volunteer contributor shall sign a content release form that assigns non-exclusive usage to The Mountaineers for publication in the printed magazine as well as across all related organization venues, including but not limited to the website, blog, and social media.
 - A. All such magazine-related content usage will clearly credit volunteer magazine contributors;
 - B. Volunteer magazine contributors retain copyright and the right to sell their original content to third parties so long as in doing so they do not undermine the import and use as it appears in the magazine;



- C. There is no expiration date to The Mountaineers' usage of such content; and
 - D. Such content release forms shall be signed by the volunteer magazine contributor and the editor of the magazine.
2. For any original written, photographic, or illustrated content contributed to a book title published by Mountaineers Books, the volunteer contributor shall sign either a content release form or a book contract, depending on the materials at issue, either of which assigns exclusive copyright to The Mountaineers for publication in the book(s) as well as across all related book and organization venues, including but not limited to website, blog, and social media.
- A. Credit for all such book-related content will be based solely on that project's release or contract terms;
 - B. Volunteer book contributors' rights to sell their original content to third parties will be based solely on that project's release or contract terms;
 - C. Mountaineers Books' rights to such content will remain in effect based solely on that project's release or contract terms; and
 - D. Such release forms or contracts shall be signed by the volunteer book contributor and the Publisher of Mountaineers Books.

Responsibilities

The Chief Executive Officer is responsible for implementing this policy regarding volunteer-generated materials or content for all organization activities related to The Mountaineers digital assets, courses, and magazine.

Policy Owner: Chief Executive Officer