

BIR HEOA Copyright Infringement Compliance Plan

THE HIGHER EDUCATION OPPORTUNITY ACT OF 2008 (Public Law 110-315) requires institutions to take steps to combat the unauthorized distribution of copyrighted materials through illegal downloading or peer-to-peer distribution of intellectual property.

Notice

The unauthorized distribution of copyrighted material, including unauthorized peer-to-peer file sharing, may subject you to civil and criminal liabilities.

Specifically, users do not have the right to:

- Make copies of software for yourselves or others;
- Receive and use unauthorized copies of software;
- Make copies of copyrighted digital media for yourself or others
- Receive and use unauthorized copies of digital media
- Create file sharing areas for distribution of unauthorized software or other digital media

BIR workstations are locked down to prevent users from installing any products, including peer-to-peer clients.

Summary of penalties for violation of Federal copyright laws

Unauthorized distribution of copyrighted materials, including peer-to-peer file sharing, may subject the individual to civil and criminal liabilities. Those who copy and distribute copyrighted material without legal permission may be found liable for civil or criminal copyright infringement.

Civil penalties may include actual damages and profits or statutory damages (ranging from \$750 to \$30,000 per work that is infringed). Moreover, the court can also award reasonable attorney's fees and costs and increase the damages in the case of a willful infringement. Criminal penalties can include fines and imprisonment.

Summary of BIR's policies on copyright and peer-to-peer file sharing including disciplinary actions for violators

- Employees of BIR will be informed of the violation and asked to correct the copyright or peer-to-peer violation. If future violations are found, they will be referred to Manager of Human Resources for actions.
- Student Disciplinary Actions
 - o First violation: Students will be warned and asked to correct the copyright or peer-to-peer violation as soon as possible.
 - o Second violation: Fines and suspension of privileges to the school's network systems.
 - o Third violation: Further misuse may result in dismissal from the school.

DEVON
3601 W. Devon Ave.
Chicago, IL 60659

LOOP
828 S. Wabash Ave.
Chicago, IL 60605

BELMONT
6240 W. Belmont Ave.
Chicago, IL 60634

O'HARE
5440 N. Cumberland Ave.
Chicago, IL 60656

MANUFACTURING LAB
5338 N. Northwest Hwy.
Chicago, IL 60630