



## Blushing Hippo Copyright Policy

### **A. Statement of General Principles**

- A. [Blushing Hippo] fully supports US and international copyright law and requires all of our employees to fulfill our moral and legal obligations with respect to our use of the copyright protected materials of others. To that end, and in fulfillment of our commitment to protect the principles of copyright in general, employees of [Blushing Hippo] should seek permission to use copyrighted works whenever appropriate and, when unsure whether permission is required, seek advice from the Copyright Officer identified below.

AND

- B. [Blushing Hippo] acknowledges that copyright infringement is a violation of the law and may impose civil and/or criminal liability on the individual infringer, as well as on the infringer's employer. Therefore, every employee is required to comply with copyright law and adhere to this copyright policy. Failure to do so may result in disciplinary action.

### OR THE FOLLOWING BROADER STATEMENT ABOUT INTELLECTUAL PROPERTY

[Blushing Hippo] respects intellectual property and has made it a priority to ensure all employees respect the copyrights of others. Every employee of [Blushing Hippo] is required to comply with copyright law and to adhere to [Blushing Hippo] copyright policy and guidelines. Copyright infringement through inappropriate copying or distribution of copyrighted content is a personal as well as a company liability and will result in disciplinary action.

FOLLOW THE INITIAL STATEMENT WITH THE FOLLOWING PARAGRAPH  
[Blushing Hippo] copyright policy provides a brief summary of U.S. copyright law, particularly as it relates to the use of others' copyright-protected materials, including published materials, and to provide procedures for obtaining copyright permission that should be used consistently throughout [Blushing Hippo].

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