

<b>Clackamas Community College</b>
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Code: **GBDA**  
Adopted:

### **Mother Friendly Workplace**

The College recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by breast feeding or expressing milk in the workplace. The Board directs the President to take measures and develop regulations to ensure that all College employees shall be provided with an adequate location for the expression of milk or breast feeding.

The President shall see that the College makes a reasonable effort to provide a room or other location in close proximity to work areas, other than a restroom, where an employee can breast-feed her child or express milk in privacy. This policy directs the President to include the following in the development of a regulation to ensure the provisions for employees required by this policy.

1. The plan shall include an accessible, private room with a lock that would allow a mother:
  - a. To breast-feed a child brought in during a lunch or other break period;
  - b. To pump breast milk to be stored for later use; and
  - c. A flexible work schedule in consideration of the requirements of the staff members responsibility.
2. The room shall include:
  - a. Electrical outlets for electric pumps;
  - b. Sanitation facilities including a sink close by, for hand washing and the rinsing of containers; and
  - c. A sign-up sheet and a sign posting the room as “private during use.”
3. Time allotted for this activity is not to exceed the normal time allowed for lunch and/or breaks.

The College shall provide the employee a 30-minute rest period to express milk during each four-hour work period, or the major part of a four-hour work period, to be taken by the employee approximately in the middle of the work period.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650](#)

[ORS 653.077](#)

[ORS 653.256](#)

<b>Clackamas Community College</b>
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Code: GCQBBA

Adopted: 4/96

Orig. Code(s): AR 719-001; AR 719-002

### **Copyrights/Patents: Ownership of Materials Created by College and Person Not Covered by College Collective Bargaining Agreement**

1. The ownership of any materials or processes developed on an individual's own time, off campus and at no expense to the College shall vest ~~in and by~~ **in** and **be** copyrighted or patented, if at all, by a nonrepresented staff member.
2. The ownership of materials or processes produced solely for the College and at the College's expense shall vest in the College and be copyrighted and patented, if at all, in its name. ~~A written agreement will be entered into between the College and a nonrepresented staff member acknowledging such ownership.~~
3. In those instances where materials or processes are produced by a nonrepresented staff member with College support, by way of use of significant personal time, facilities or other college resources, the ownership of the materials or processes shall vest in and be copyrighted or patented, if at all, by the party designated by written agreement between the parties, entered into prior to the production. Such written agreement shall make either a positive or negative statement with regard to any compensation to be paid to a staff member.

In the absence of an agreement, the College shall be deemed to have ownership. It is the responsibility of the individual(s) involved in producing copyrighted or patented material to obtain, when appropriate, a signed release from all participants who may be recorded on film or tape. Release forms are available in the human resources office.

Note: Copyright/patent ~~regulations~~ **agreements** for collective bargaining unit members are addressed in the appropriate collective bargaining agreement.

END OF POLICY

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#### **Legal Reference(s):**

[ORS 332.745](#)

Copyrights, 17 U.S.C. §§ 101- 1332; 19 C.F.R. Part 133 (2006).

Patents, 35 U.S.C. §§ 1-376 (2006).

<h1>Clackamas Community College</h1>
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Code: **IIBGA**

Adopted: 2/14/96

Orig. Code(s): 721

## Electronic Communication Systems Use

*Includes changes from Rick Sparks-CCC; 4/3/12*

The electronic information resources at the College are to be used in a manner that supports the educational mission of the College. The College, by mission and policy, encourages learning, research, creativity, teaching and the free exchange of ideas in the spirit of openness, sharing, inclusiveness and respect. College administrative regulations contain guidelines establishing measures for the protection, access, responsibility and acceptable use of the College's electronic systems.

END OF POLICY

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### Legal Reference(s):

[ORS 30.765](#)[ORS 133.739](#)[ORS 163.435](#)[ORS 164.345](#)[ORS 164.365](#)[ORS 167.060](#)[ORS 167.065](#)[ORS 167.070](#)[ORS 167.080](#)[ORS 167.087](#)[ORS 167.090](#)[ORS 167.095](#)[ORS Chapter 192](#)[ORS 336.222](#)[ORS 339.250](#)[ORS 339.260](#)[ORS 339.270](#)[ORS 341.290](#)[OAR 581-021-0050](#)[OAR 581-021-0055](#)[OAR 584-020-0040](#)[OAR 584-020-0041](#)

Children's Internet Protection Act, 47 U.S.C. Sections 254 (h) and (l); 47 CFR Section 54.520 (2001).

Copyrights, Title 17, as amended, United States Code; 19 CFR Part 133 (2000).

No Child Left Behind Act of 2001, P.L. 107-110, Title II, Section 2441.