

## **Notice to Students and Employees Regarding Copyright Infringement Policies and Sanctions**

Downloading or distributing copyrighted material, including through peer-to-peer file sharing, without the permission of the copyright owner is against the law. Illegal downloading or distribution of copyrighted materials can result in you being prosecuted in criminal court and/or be sued for damages in civil court. Criminal penalties for first-time offenders can be as high as five years in prison and \$250,000 in fines. If sued in civil court, you may be responsible for monetary damages, attorney's fees and civil penalties up to \$150,000 per work distributed. Use of Northland Community and Technical College's resources unauthorized distribution of copyrighted materials is forbidden.

Northland prohibits illegal copyright infringement through its acceptable use policy, in its student code of conduct, and in its employee code of conduct (Minnesota State procedure 1C.0.1). Disciplinary action, including loss of use of the College information technology systems up to and including expulsion from the College or employee disciplinary action pursuant to their collective bargaining agreement could result from violations of this policy.