



OFFICIAL ELEMENT ESPORTS POLICY

INTELLECTUAL PROPERTY AND CONTENT RIGHTS POLICY

DOCUMENT CODE	BRD-POL-001
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POLICY OWNER	ELEMENT ESPORTS LEADERSHIP

Element Esports is the non-FPS sister organization of ADHD Esports. This edition preserves the shared leadership and operating standard while applying Element branding, contacts, community structure, and game scope.

Role terminology: formal position names govern authority and responsibility. Element-themed names are friendly Discord display roles only unless a written appointment states otherwise.

OFFICIAL ORGANIZATIONAL POLICY

INTELLECTUAL PROPERTY & CONTENT RIGHTS POLICY Ownership, permissions, licenses, member work, brand assets, source files, likeness, portfolios, takedowns, and offboarding.

DOCUMENT CODE VERSION EFFECTIVE OWNER BRD-POL-001 1.0 AUG 27, 2026 Creative & Media / Administration

CONTROL NOTICE This PDF is the controlled distribution version. The accessible web reading version is at adhdesports.joshdisciple.chatgpt.site/policies/intellectual-property-content-rights. If a later version is posted there, the later approved version controls. This policy is organizational guidance, not legal advice.

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1. Purpose Element Esports must know what it owns, what members retain, what is licensed, and what cannot be used. Clear written rights protect creators, the organization, partners, players, and the public from accidental infringement or later disputes.

2. Covered material Covered material includes names, logos, trademarks, slogans, designs, templates, photographs, video, audio, streams, broadcasts, music, writing, statistics, game footage, source files, websites, code, automation, databases, submissions, likeness, voice, handles, and confidential creative concepts.

3. Rights categories

Pre-existing member or third-party work: created before the assignment or outside it and not transferred by implication.

Organization-created work: created by authorized organizational processes under a written role or project term.

Commissioned or contracted work: governed by the signed assignment or license, not merely by payment.

Licensed material: used within the territory, term, platform, medium, attribution, modification, and commercial limits actually granted.

Public-domain or openly licensed material: still requires verification and compliance with the applicable terms.

4. Written rights before work Significant projects should state deliverables, creator, ownership or license, exclusivity, term, territory, media, modification, sublicensing, commercial use, attribution, portfolio use, source files, third-party clearances, payment or volunteer status, confidentiality, and termination effects before substantial work begins.

5. Pre-existing and personal work Members retain pre-existing material, personal identity, and unrelated work unless a separate written agreement expressly provides otherwise. Incorporating pre-existing work into an organizational deliverable requires a written license adequate for intended use.

6. Official marks and identity Element Esports names, logos, slogans, and official brand assets may be used only for authorized organizational purposes under the Brand Guidelines. Members may not register confusing domains or accounts, sell marks, create unofficial merchandise, imply endorsement, or sublicense identity without approval.

7. Third-party assets Possession, attribution, internet availability, purchase, or platform access does not necessarily create publication rights. Clear music, footage, photography, fonts, stock assets, software, plugins, game publisher material, opponent marks, memes, screenshots, and partner assets for the intended use.

8. Likeness, voice, and personal identity Use a person's name, handle, image, voice, biography, performance, quotation, or testimonial only within an applicable agreement or specific permission. Guardian-approved permission and safeguarding rules apply to minors; approval may be narrower and subject to withdrawal or expiration.

9. Game footage, streams, and tournament rights Publisher, platform, tournament, broadcaster, player, music, sponsor, and venue rules may each affect capture and reuse. A competition appearance does not automatically grant unrestricted commercial footage rights.

10. Collaborative work Identify contributors, decision authority, final-editor ownership, credits, source custody, split rights, and reuse before release. Do not assume that a shared chat, drive, or canvas makes every contribution jointly owned.

11. Source files, records, and credits Store editable masters, exports, releases, licenses, invoices, approvals, contributor names, attribution requirements, and expiration dates in an organization-controlled location. Credit creators when promised, required, or appropriate; credit does not replace permission.

12. Portfolios and personal promotion Members may ordinarily display approved public work they created with accurate role and context unless confidentiality, embargo, partner rights, minor privacy, or a written agreement restricts it. Unreleased, rejected, internal, or source material requires permission.

13. Reports, takedowns, and disputes A credible rights report should identify the work, ownership basis, disputed use, location, and requested action. Preserve evidence, temporarily restrict use when risk warrants, review records and parties, correct attribution or license, remove material, negotiate, or refer for legal review.

14. Offboarding Transfer organization-owned files, source records, account access, licenses, and pending work. Remove unauthorized public claims and return or delete restricted copies. Continuing portfolio, archival, credit, license, confidentiality, and commercial rights follow the written agreement.

IMPLEMENTATION CHECKLIST The responsible policy owner should use this checklist to turn the written standard into routine practice.

1 Use a project rights brief before major creative or technical work. 2 Maintain a source-and-license record for every significant published asset. 3 Obtain member and guardian releases appropriate to the actual use. 4 Archive editable masters, final exports, approvals, and attribution terms. 5 Use a documented takedown and rights-dispute intake route.

SHARED ADMINISTRATION Policy status and relationship This is an official Element Esports organizational policy. It supplements the Staff & Player Handbook and does not create employment, collective-bargaining, public-sector, or union rights. A completed agreement, applicable law, platform or tournament rule, or stricter safety requirement may add obligations.

When policies overlap, the most protective applicable safeguarding or safety rule controls immediate action. Findings, corrective action, and appeals use the Discipline & Appeals Policy unless a specific external authority controls.

Administration and interpretation Ownership retains ultimate policy authority. The named policy owner administers day-to-day implementation, may issue consistent procedures and forms, and must elevate material ambiguity, conflicts, or requested exceptions.

Exceptions must be written, limited, lawful, time-bounded when appropriate, and may not waive safeguarding, non-retaliation, fair-play, privacy, or truthful-advertising requirements.

Reporting and non-retaliation Good-faith questions, disclosures, mistakes, and concerns may be raised to a direct lead, department head, Management, Ownership, or the Report a Concern route. A person may bypass the chain when it is unsafe, unavailable, or conflicted.

Retaliation, evidence destruction, witness pressure, coordinated stories, restriction evasion, or misuse of authority to suppress reporting are separate potential violations. An unsubstantiated report is not automatically false or malicious.

Review, records, and appeals Material decisions should identify the issue, governing standard, relevant information, conflicts, action, responsible owner, duration or review date, and required notice. Access to reports and records is limited to

legitimate need.

Protective restrictions may be imposed before a finding when safety, minors, accounts, evidence, competition, finances, or operations are reasonably at risk. Formal outcomes and material restrictions may be appealed under Discipline & Appeals.

Training, acknowledgment, and review People with elevated authority or access must receive role-appropriate instruction and acknowledge this policy before or soon after assignment. Leadership should review the policy after a material incident, program change, legal or platform development, or at least annually.

CROSS-REFERENCES

Staff & Player Handbook

Staff & Member Conduct Policy

Discipline & Appeals Policy

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Community Standards

Safeguarding and Minor Participation Policies

Privacy Policy

Brand Guidelines

Applicable role agreement, tournament, platform, publisher, partner, and legal requirements

SOURCE NOTES These sources informed the policy's general prevention, disclosure, security, or rights principles. They do not determine whether employment law or another law applies to a particular volunteer relationship.

U.S. Copyright Office, Copyright Basics: <https://www.copyright.gov/circs/circ01.pdf>

USPTO, Trademark Basics: <https://www.uspto.gov/trademarks/basics>

DOCUMENT Owner / authorized representative: _____ APPROVAL

VERSION CONTROL Approved date: _____ Next review: _____

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Questions, reports, and requests for the current controlled copy: contact@elementesports.com