individual who makes the file available and those making copies may be found to have infringed the rights of the copyright owner(s) and may be violating federal copyright law. All of the major recording labels consider sharing MP3 files of their music over P2P networks as copyright infringement.

## Tennessee Tech Policies and Copyright Infringement

A Tennessee Tech network account holder is responsible for all activity that transpires through the account and all electronic communication devices registered on the network by the holder.

Sharing copies of copyrighted music, videos, movies, and games without authorization is considered a violation of Tennessee Tech Policy 801, Information Technology Acceptable Use. Any Student who violates this policy is subject to the disciplinary sanctions set forth in Tennessee Tech Policy 302, Student Discipline, up to and including expulsion. Any Employee who violates this policy is subject to the disciplinary sanction set forth in Tennessee Tech Policy 650, Disciplinary Action, up to and including termination. These policies can be found on Policy Central on the Tennessee Tech website at https://tntech.policytech.com/?auto=false

## **Givil and Criminal Penalties for Copyright Infringement**

Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or statutory damages affixed at not less than \$750 and not more than \$30,000 per work infringed.

For willful infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorneys' fees. Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense. For more information regarding copyright infringement see www.copyright.gov or contact the Tennessee Tech Office of Compliance, (931) 372-6062, compliance@tntech.edu.