



Memorandum of Understanding

Dear *collaborator's name*,

This Memorandum of Understanding ("MOU") reflects the current understanding between yourself and the Wikimedia Foundation ("WMF").

Purpose

You intend to volunteer to perform research on *research title(s)*. The WMF believes that this research can help the Wikimedia community at large, and intends to provide you with access to data that is necessary to enable this research. Both parties agree that such access will be provided subject to restrictions that protect WMF's readers and editors. This MOU does not create an employer-employee relationship between you and WMF. You agree that you are providing your services voluntarily and without compensation. You are not entitled to any WMF employee benefits such as life or health insurance.

Expectations

During this volunteer opportunity, you will coordinate your work with *the name of the WMF collaborator(s)*.

Data Access

We have agreed that you will sign a separate Volunteer Access, Confidentiality and Contribution Agreement before you receive access to any nonpublic personal information, which, depending on the nature of your research, may include information about the WMF's employees, donors, or users. If either party deems other agreements necessary to implement this MOU, the parties agree to work together in good faith to negotiate and sign such agreements. You also agree to learn and adhere to WMF policies that are applicable to your volunteer activity.

Research Output

In order to make the results of your research actionable for the WMF and the Wikimedia volunteer community:

1. the research project will be documented in the Wikimedia Research Index, including:
 - o a copy of the original research proposal
 - o documentation of the main research questions and any key outcomes before the final results are submitted for publication.
2. any published output will be made available to the public via an Open Access outlet – be it a *Gold* Open Access journal or conference proceedings or a *Green* Open Access institutional repository¹.

¹ https://meta.wikimedia.org/wiki/Research:Wikimedia_Foundation_support



3. if for any reason the published output cannot be released in an Open Access form within a reasonable time, and if the license is not among those listed below, WMF should be granted a non-exclusive right to copy, distribute, transmit, and adapt your work.
4. additionally, we require that the output of your work be released under open licenses, in particular:
 - aggregate datasets produced as part of this project: under a CC0 dedication;
 - source code: GNU General Public License version 2 or later or a compatible license;
 - media files: CC BY, CC BY-SA or a Wikimedia Commons-compatible license²;
5. we recommend that the published output be released under an open license, in particular: CC BY or CC BY-SA, i.e. *libre* Open Access³, when applicable.

Duration

This MOU is intended to formalize your volunteer arrangement with WMF. The term of this volunteer opportunity will begin once this MOU is signed by the parties and will continue until the relevant research is completed, or *the date six months after the signature date*, whichever is earlier. Either you or WMF may terminate the volunteer arrangement at any time. The MOU may be modified by mutual written consent.

Limitations

This MOU is not an employment agreement and your volunteer work for the WMF does not create any expectation of employment entitling you to wages, compensation, or employment benefits.

Wikimedia Foundation

Signature

Name

Date

Researcher

Signature

Name

Date

² https://commons.wikimedia.org/wiki/Commons:Licensing#Acceptable_licenses

³ https://en.wikipedia.org/wiki/Open_access#Gratis_and_libre_OA