

## Rules of Participation ("Rules") / Terms and Conditions

"CTRL + HACK + DEL INEQUALITY" ("Contest") is organized, conducted and sponsored by Accenture Solutions Private Ltd. ("Organizer/Accenture") and shall be open for registrations and participation from March 8, 2021 to April 28, 2021 ("Contest Period").

### Eligibility Criteria and Contest Construct

- This Contest is open to all the working professionals in India above the age of 18 (eighteen) years at the time of registration. Employees of Accenture and HackerEarth Inc. (*Accenture's authorized vendor, engaged for managing this Contest on behalf of Accenture*) and their respective affiliates, subsidiaries, contractors, interns, agents, judges, and advertising and promotion agencies shall not participate in this Contest.
- The right to permit or restrict participation is at the sole discretion of the Organizer.
- Entries will be invited through an online entry/ registration form as available on [www.hackerearth.com](http://www.hackerearth.com) ('**Contest Website**'). For participation in this Contest, the participants (individual/Team) need to complete the online entry form and submit it along with their original idea/s related to the themes.
- The submissions for the Contest shall be invited on the theme "**Accelerating Gender Equality for all**". All Idea/entries presented must be original work, the ownership and all intellectual property rights in the same must belong to the participant.
- The participating individuals / teams can send in as many entries as they want. Each entry should adhere to a specific theme selected from the list provided.
- Submissions will be accepted in English language only and the submissions should be through the online form provided on the Contest Website. It is mandatory to download the submission template provided on the Contest Website, fill it in and upload it during the idea submission.
- There is a user guide available on the Contest Website to guide the participants on team formation and idea submissions
- Any incomplete/inaccurate entries or entries received after the Entry Period shall be invalid and any entry after the close of Entry Period may be permitted only at the discretion of Organizer.
- The participants can be either (a) an individual, or (b) teams of up to 4 (Four) (a "Team") provided that each member of the Team meets these eligibility criteria. Refer to the heading 'Team Composition' below for details.
- The Contest will be conducted in three rounds scheduled over a period of 8 weeks tentatively.
- Hackathon will have Three rounds – Idea + Prototype + Presentation
- The participants can build solutions using any technology of their choice.
- HackerEarth team will manually evaluate all idea submissions received in the Contest.
- Evaluations for Round 3 will be done by Accenture jury team.
- Before participation window opens, HackerEarth will send the participation URL to Team Leader/individual (in case of individual participation) in each team.
- Team leaders can take up the challenge using the URL they receive from HackerEarth.

## **Personal Information**

At the time of registration or / and during the Contest, Organizer may collect participant details including personal information (limited to name, email ID, phone no., location, gender). Participant's personal information submitted at the time of entry form / registration for the Contest will be on gathered on Organizer's global and secure systems used for the purpose of this Contest and for communicating with the participants for recruitment purpose in the future. The information will be used in accordance with applicable data privacy law and Accenture's Data Privacy Policy at <https://www.accenture.com/in-en/privacy-policy> and [Recruitment and Hiring Statement](#). By providing the information asked herein the participants acknowledge and agree that the participants have read Accenture's privacy policy and Recruitment & Hiring Statement and fully understand the rights to access, correct, make any inquiries in relation to the use of personal information and withdraw participant's information anytime by sending a request to [support@hackerearth.com](mailto:support@hackerearth.com), If the participants wish to exercise the right of withdrawal please note that Accenture may not be able to contact in the future.

- Organizer has the right to substantiate/audit/verify the participants' details/information as provided in the entry form or Organizer may seek any further document, as may be required to verify the participants' details/ information. If such a request is made and the participant either fails or does not agree to provide the same, then the Organizer reserves the right to disqualify the participant from participation for the Contest.
- Determination of whether information is correct or not, rests with Organizer.
- If at any time, any information provided by any participant is found to be incorrect in any manner, then the participant will be disqualified for the participation for the Contest.
- If, after the conclusion of the Contest ceremony, any information provided by any participant is found to be incorrect in any manner, the participant will be liable to return any monetary / non-monetary incentives provided as part of the Contest

## **Submissions and Grand Finale**

As part of the Contest, participants are required to submit their entries in the Consent Website made available for this Contest. Submissions may include ideas, prototypes, or any other format that is specified in the Contest by the Organizer. All submissions that must be original and unique. The participants should hold all the necessary intellectual property rights related to their ideas/entries submitted for this Contest. All submissions must be made on or before the timeline and must meet all guidelines, prescribed for this Contest. If the Contest is conducted in multiple phases, then relevant submissions must be made on or before the end of each phase in the format prescribed on the Contest Website. All shortlisted finalists must be present on the day of the virtual grand finale event. The grand finale event may be held during weekdays and 4-5 hours across 2 days.

## **Evaluation round (online challenge)**

- The submissions received in the online round will be screened by the Organizer and scored by a panel of experts on the basis of originality of the idea, technical efficiency, architecture and user experience, and also on the basis of alignment to the theme provided for the Contest.

- Organizer will use a third-party platform [www.hackerearth.com](http://www.hackerearth.com) to conduct the online Contest and it will not be responsible for the content, service and access lapses, technical glitches, or any other issues associated with this third-party platform

### **Team Composition**

We believe in gender equality and therefore, we would ask the teams to be gender balanced in terms of participants. Participants can form the team with equal gender representation will be given one additional bonus point. For instance, teams with majority representation of a single gender will not get any bonus points. Organizer can change this criterion during the contest.

### **Prizes**

There will be three winners at a pan-India level—the 1<sup>st</sup> prize, 1<sup>st</sup> runner-up and 2<sup>nd</sup> runner-up. The Jury Award may or may not be given, this is at the discretion of the Jury.

Winner I – Prizes worth INR 1,50,000; Winner II – Prizes worth INR 100,000; Winner III – Prizes worth INR 75,000; Jury award- Prizes worth INR 50,000

Any statutory taxes, duties or levies as may be applicable from time to time, arising out of or in respect with such prizes, shall be payable by the winners of the respective prizes.

Organizer shall not be liable for any loss, damage, theft, or any other mishap caused to the Prize after handing over the same to the winners of the Contest.

The winner/s or his/her legal heirs shall have no other rights or claims whatsoever against Organizer.

In case the winners in any category of the Contest fails to claim the prize/incentives offered by Organizer as a result of this Contest within 15 days of announcement of the winners due to any reason whatsoever, the Organizer reserves the right to withdraw the prize or the incentive, post which the winner will have no right to claim or demand the prize or the incentive from the Organizer and no further communication will be entertained in the regard.

### **Short-listing**

- The Organizer will shortlist top teams from the online round and invite them to final online round. The teams will also be asked to start working on their prototypes during the period between 9<sup>th</sup> April – 25<sup>th</sup> April
- The decision of the above short-listing is binding and final on all participants.
- In the event no entries in a particular or all theme meet the eligibility criteria for the Contest, the Theme/s could be canceled at the discretion of the initial jury or Organizer and the decision shall be binding on all participants.
- The shortlisted teams will be invited to the final online phase of the event starting 8<sup>th</sup> March. The participants will be notified via email to make submissions for the Contest.

## **Winner and Determination of Winners**

- After the final prototype round, Accenture and Organizer will evaluate the submissions and declare the winners.
- The Jury reserves the right to enter a wild card nomination under any of the themes at its discretion.
- The finalists and/or winners may get coverage on social media or traditional media channels as part of the promotional activities done by the Organizer/Accenture.

## **Rules for using data and resources**

Participant shall use data and resources only as defined by the Organizer and published as part of the Contest Rules. Data and resources shall be used solely for the Contest and for the duration of the Contest only. The participant shall employ one or more of the following;

- Access; read; learn; analyze; modify the data and resources provided only on the platform.
- Create submissions; prototypes; models.
- Discuss the data and resources on the Contest website in discussion forum.

Participants are prohibited from the following:

- Copy, store, or archive the data and resources.
- Use the data and resources for any purpose other than participating in the Contest.
- Repackaging and selling the data and resources.
- Downloading the data and resources in bulk.

Exploiting the data and resources in a manner that is unethical and is against the spirit of Contest.

Participant agrees that, participating in the Contest does not grant him/her, the license (expressly, by implication, estoppel, or otherwise) or any right of ownership to the data and resources. The participant shall engage suitable measures to prevent unauthorized persons from gaining access, transmitting, duplicating, publishing and distributing the data and resources.

Participant also agrees to notify HackerEarth in the event of any possible unauthorized transmission or access to the data and resources; agree to work with HackerEarth and/or the Organizer to remedy any unauthorized transmission.

## **Information sharing**

Participant may not share any information that is developed using the data and resources provided for the Contest, privately. This includes source code, presentations, documents etc. Sharing any such information privately is a breach of this Contest Rules and will result in disqualification.

## **Reservation of rights**

The Organizer reserves the right to modify the start date and end date of the Contest; add or remove additional deadlines related to the Contest and such changes are communicated through the Contest website only, as afore mentioned;

All material changes to timelines and/or Contest Rules will be communicated by updating the Contest website and sending out an email notification. However, if participants do not receive an email notification for reasons outside our control (like incorrect email address, issues with participant's ISP, email going to spam folder, etc.), the Organizer and HackerEarth are not responsible for the same or any claims arising therefrom, and the participants agree to waive any such claim.

### **Ethics and Code of Conduct**

Participating in a Contest using multiple HackerEarth accounts is a violation of Contest Rules and may result in the Team and/or the participant/s concerned to be disqualified by the Organizer. Using any unfair means (eg. having someone else log in using participant's credentials and submitting a project on their behalf) during the Contest will result in participant's disqualification from the Contest. The participants are not allowed to share their submission, code and data with anybody who does not belong to their Team.

### **General**

The participant grants the Organizers and its affiliates the right and permission to reproduce, encode, store, copy, transmit, publish, broadcast, display, publicly perform, exhibit and/or otherwise use or reuse (without limitation as to when or to the number of times used), the participant's name, image, voice, likeness, statements, and idea/s (in each case, as submitted or as edited by the Organizer, in the Organizer's sole discretion), as well as any additional photographic images, video images, portraits, interviews or other entries relating to the participant and arising out of his/her participation in this Contest (with or without using the participant's name) (collectively, the "Materials") in any media throughout the world for advertising and publicity purposes without additional review, compensation, or approval.

If any manipulation (for example, any internet spamming or unsolicited e-mails, or any other conduct which Organizer believes is unfair or contrary to the spirit of the Contest) occurs or if the Organizer considers there has been any attempt to rig the selection procedure, Organizer reserves the right to disqualify entries if it has reasonable grounds to believe so and reserves the right to change, cancel or suspend this Contest at any time.

The Organizer shall not be held responsible for any loss or damage that any person or organization may suffer as a result of participating or attempting to participate in the Contest, the Contest being withdrawn, or its terms amended.

The Organizer cannot and shall not be accountable or liable for any technical or non – technical disruptions, stoppages, interruptions or cancellation of the Contest.

The Organizer and its contractors, assisting in organizing the Contest, cannot be held responsible for matters out of its control and for force majeure reasons.

Decision of the Organizer on all matters, including but not limited to selection of winners, is final and binding on all participants and no correspondence will be entertained regarding the same.

The Organizer reserves the right to alter the Rules of this Contest or terminate the Contest at its own discretion and without prior notice to the participant and without incurring any liability whatsoever.

By entering this Contest, the participant is indicating his/her agreement to be bound by these terms and conditions

Participant hereby agree and acknowledge transferring to Accenture full and complete ownership and any other rights toward the additional materials created during the Contest.

The participant agrees to indemnify and hold the Organizer and their respective affiliates, directors, employees, agents and partners (“Organizer’s Associates”) harmless from any and all direct and indirect claims, damages, expenses, costs (including reasonable attorneys' fees) and liabilities (including settlements), brought or asserted by any third party against any of the Organizers' Associates in connection with participation in or winning the Contest.

The participants waive any rights of publicity, rights of privacy, intellectual property (except for IP rights in participant’s idea) rights, and any other legal or moral rights that might preclude the Organizers' use of any entries / information or require the participant's permission for Organizers' to use them for promotional purposes, and hereby waives any claim against the Organizers' relating to the Organizers' promotional use of those entries.

Organizer will not be liable for any inaccuracy, error or omission contained in any such copy, reproduction or publication of the entry form, the idea/s or other entries submitted.

The Rules are to be governed by and interpreted in accordance with the laws of India. All disputes relating to or arising out of the Contest shall be subject to the exclusive jurisdiction of the courts of competent jurisdiction at Bangalore, India.

#### **Future communications from Accenture**

By registering/participating in this Contest, participants agree to receive communications from Accenture for recruitment purposes as per [Recruitment and Hiring Statement](#). Should participants wish to unsubscribe, they could do so when they receive any communications from Accenture in future.

#### **Important notice about careers at Accenture:**

It has been observed that certain agencies or individuals have been making job offers on behalf of Accenture, in exchange for money. Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture’s criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. Accenture reserves the right to initiate police complaints against any individual or entity that is found to be engaging in such an act. Accenture is not obliged or bound to honor any job assurances made through such means, particularly in exchange for money. Accenture has appointed professional recruitment agencies to extend or offer employment to Accenture, subject to those candidates possessing the relevant skills. If the participants are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send us the details at [india.fc.check@accenture.com](mailto:india.fc.check@accenture.com).

Accenture now sends out digitally signed offer letters to candidates who are shortlisted to join us. These offer letters contain a unique reference number at the bottom of the first page in the document.