# Net Impact Racial Justice in Corporate America Challenge Rules.docx

# 2018 Net Impact Racial Justice in Corporate America Challenge Rules.

The Net Impact Companies and Racial Justice (“Challenge”) is designed for the Net Impact network to provide recommendations for ways that Corporate America can contribute to dismantling systemic racism and contribute towards a more just and equitable world. By participating in the Challenge, all Participants agree to the following rules, which must be adhered to in order to participate.

**Convener and Sponsor(s)**

This Challenge is convened by Net Impact (“Convener”, located at 1333 Broadway, Oakland, CA 94612) with financial support of outside organization(s) including Caesars Entertainment (the “Sponsor(s)”). Net Impact is solely responsible for this Challenge.

**Overview**

The Challenge is where eligible Participants (see General Rules below) submit entries via email to racialjusticechallenge@netimpact.org. The Competition opens at 10:00 AM PST on February 2nd, 2018 and closes on 11:59pm PST on April 22nd, 2018. For detailed information about the timeline please view this website: <https://www.netimpact.org/programs/racial-justice-in-corporate-america-challenge>.

**Selection of Winner**

The winning submission(s) will be selected by Net Impact and Caesars Entertainment staff. Proposals will be evaluated on criteria including clarity of recommendations, creativity of recommendations, coherence of presentation, and feasibility**.** The winning teams will be notified via email by May 20th, 2018. The winning team will win a cash prize of $3,000 and team members will be eligible for an interview for a 3-month summer internship at Caesars Entertainment. The second place winning team will win $1,500 and the third place winning team will win $500. Participants receiving prizes associated with Competition are responsible for all related tax obligations.

All completed submissions to the Challenge will receive one $100 Visa Gift Card or equivalent per team. Submissions are deemed complete by Net Impact if they sufficiently include the Submission Details below (which are outlined in the Challenge Brief) in addressing the Challenge question “How might Corporate America effectively advance Racial Justice?":

* + Team member names and contact information
  + Explanation of recommendations
  + Rationale for recommendations
  + Explanation of what success would look like if recommendations were implemented
  + Key challenges and critical success factors that would need to be overcome for recommendations to be successful
  + Explanation of the business case for the recommendations.

Submissions that do not include all of the above will not be deemed complete and will not be eligible to receive a $100 Visa Gift Card or equivalent. Teams who submit a complete submission will receive their gift card or equivalent within 90 days of the Challenge winners having been announced. First, second, and third place winning submissions will not receive a $100 Visa Gift card or equivalent in addition to their prize money.

For more information about the Challenge read the Challenge brief [here](https://www.netimpact.org/sites/default/files/documents/Racial%20Justice%20in%20Corporate%20America%20Challenge%20Brief%20%283%29.pdf).

**General Rules**

Every action taken by Participants in conjunction with this contest must comply with local, state and federal laws. Participants outside the U.S. also must comply with all applicable U.S. laws.

Net Impact is a non-partisan organization and does not favor or discriminate against any political party. Net Impact does not support or oppose any candidates for public office. Participants must be respectful that they are representing Net Impact's brand and its mission during the contest and while carrying out Competition activities. Any activities or behavior that Net Impact, at its sole discretion, deems to be inconsistent with, or in opposition to, Net Impact's message may result in disqualification from this contest.

Participants can be undergraduate students, graduate students or professionals and must be 18 years of age or older as of the date of entry. At least one team member must be a member of a Net Impact Chapter and/or affiliated with a Caesars Entertainment Diversity and Community Partner.

Student Participants must abide by all college and university rules, including university licensing and copyright rules and regulations. Sanctions for such violations are the responsibility of each participating college or university based on their own rules and regulations. Participants must also meet all other eligibility requirements as set forth herein.

Directors, officers, and employees of Net Impact, and the immediate family members of such directors, officers or employees, and persons living in the same household as such directors, officers or employees (whether related or not) are not eligible.

Prizes will only be awarded to winning eligible Participants. Prizes cannot be exchanged for alternate prizes except by Net Impact, which may substitute a prize of equal or greater value if the featured prize becomes unavailable. Not all prizes will be available to all Participants. Notably, students who attend a school not in the U.S. may not be eligible to receive the same prizes as those who attend a school in the U.S.

Net Impact reserves the right to contact Participants and request copies of Submissions. Neither Net Impact, nor Related Parties is responsible for lost, late, misdirected, incomplete, or non-delivered Submissions; or for interrupted or unavailable satellite, network, server, Internet Service Provider (ISP), website, telephone or other connections, availability or accessibility, or miscommunications, or failed computer, satellite, telephone or cable transmissions, or lines, or technical failure or jumbled, corrupted, scrambled, delayed, or misdirected transmissions or computer hardware or software malfunctions, failures, or technical errors or difficulties, or other errors of any kind whether human, mechanical, electronic or network or the incorrect or inaccurate capture of entry or other information or the failure to capture, or loss of, any such information.

**Disqualification**

All solutions submitted (Submissions) will be reviewed by Net Impact to ensure consistency with intent and are subject to rejection by Net Impact. Submissions must not contain any inappropriate or offensive material, as determined solely by Net Impact. Any Submission, which in the sole opinion of Net Impact, is deemed inappropriate (e.g., defamation, nudity, pornography, gratuitous violence, inappropriate language, obscenity, illegality, racial or moral offensiveness, etc.) or is inconsistent with the theme or image of the Competition may be rejected and will result in disqualification. Moreover, Submissions must comply with all laws, rules, and regulations including, but not limited to, those concerning copyright, plagiarism, trademark, defamation and invasion of privacy. Participants must have the legal right to use and transfer to Net Impact all photos, text and other materials used in the participant's Submissions or otherwise in the Competition.

Net Impact reserves the right at its sole discretion to disqualify any participant or school for any reason at any time throughout the contest, including, but not limited to, disqualifying any participant and/or school where Net Impact finds a participant to be attempting to tamper with or undermine the submission process, the website, and/or the legitimate operation of this Competition; to violate these rules or the Competition Rules; or to act in an unsportsmanlike or disruptive manner or with the intent to annoy, abuse, threaten, or harass any other person. Net Impact can and will, at its sole discretion, disqualify and/or dock points based on any violation of the Competition Rules, whether concrete or subjective.

**Intellectual Property**

Participants retain copyright ownership, if any, in the solutions generated in the Competition. Neither Net Impact nor Sponsor(s) shall commercialize a solution unless express written permission is granted by the Participant. However, if the Participant’s solution is an idea or concept previously conceived of by Net Impact or Sponsor(s) at the time of submission, whether or not such idea or concept has been commercialized, the Participant will not hold claim to that idea or concept. However, all Participants hereby grant Net Impact and Sponsor(s) a royalty free license, without geographic or time limitation, to use and display their solution for promotional or advertising relating purposes in any and all media. Net Impact or Sponsor(s)’s use of the solution after the Competition for advertising and promotional purposes may or may not include the Participant’s name(s).

Participants represent, warrant and agree that they are the sole creator of their solutions or, if not the sole creator, that they have the express permission of any person who assisted them in preparing the solutions.

**Multimedia Release and Privacy Policy**

Except where prohibited by law, Participants grant to Net Impact (will be confirmed in writing on request of Net Impact) and its chapter affiliates and Sponsor(s) the right and permission to print, publish, broadcast, and use, worldwide in any media now known or hereafter developed, including but not limited to the world wide web, at any time or times, each Participant's name, portrait, picture, voice, likeness, and biographical information for advertising, trade, and promotional purposes (including the announcement of his or her name on television or radio broadcast) without additional consideration, compensation, permission, or notification. The winners lists will be posted on the website at the time of announcement.

This Competition and all Participant information is subject to the Net Impact privacy policy: <https://www.netimpact.org/about/privacy-policy>. Participants agree to receive email and newsletter communications from Net Impact. Participants may opt out of receiving each type of communication upon receipt.

Participation in the Competition is voluntary and Participants will not receive financial compensation of any type associated with the taking or publication of these photographs, or participation in company marketing materials or other publications. Participants accept full responsibility for obtaining consent to use photographs, video footage, or names of students for all content related Competition.

**Release and Limitations of Liability**

By participating in this contest, Participants agree that Net Impact and the Related Parties will have no liability whatsoever for, and shall be held harmless by Participants against, any liability for any injuries, losses or damages of any kind to persons, including personal injury or death, or property resulting in whole or in part, directly or indirectly, from participation in this contest or any other Competition-related activity, from acceptance, possession, misuse, or use of the prize or entry, or any claims based on publicity rights, defamation or invasion of privacy, or merchandise delivery. Participants agree that the Related Parties will not be responsible or liable for any injuries, damages, or losses of any kind, including direct, indirect, incidental, consequential, or punitive damages arising out of access to and use of website www.netimpact.org or any other website operated by Net Impact or its affiliates, or from downloading from and/or printing material downloaded from said websites. Without limiting the foregoing, everything regarding the Competition, including the website and all prizes, are provided AS IS without warranty of any kind, either express or implied, including but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or noninfringement.

Participants understand and agree that agreement of the Competition Rules prevents participant and his or her successors from bringing a lawsuit, claim or other action against Net Impact and Related Parties and from recovering monetary damages or other legal relief from Net Impact or Related Party in connection with any of the claims released above. Net Impact reserves the right to alter the Competition Rules in any way, at any time. By signing this document, Participants affirm their commitment to the Competition Rules.

I, the undersigned Participant, understand and will adhere to these rules and expectations.

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Participant Signature                                                                  Date

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Participant Printed Name                                                           City