

MICROSOFT AUTISM AT WORK RESEARCH WORKSHOP - AUTISM AND INCLUSION CONTEST

OFFICIAL RULES

1. SPONSOR

These Official Rules ("Rules") govern the operation of the Microsoft Autism at Work Research Workshop - Neurodiversity and Inclusion Contest ("Contest"). Microsoft Corporation, One Microsoft Way, Redmond, WA, 98052, USA, is the Contest sponsor ("Sponsor"). University of Washington, University of Maryland Autism Research Consortium is a Contest party.

2. DEFINITIONS

In these Rules, "Microsoft", "we", "our", and "us" refer to Sponsor and "you" and "yourself" refers to a Contest participant, or the parent/legal guardian of any Contest entrant who has not reached the age of majority to contractually obligate themselves in their legal place of residence. By entering you (your parent/legal guardian if you are not the age of majority in your legal place of residence) agree to be bound by these Rules.

3. ENTRY PERIOD

The Contest starts at 12:01 a.m. Pacific Time (PT) on March 1, 2021, and ends at 11:59 p.m. PT on April 2, 2021 ("Entry Period").

4. ELIGIBILITY

To be eligible to enter, you must:

- a. Be a legal resident of the fifty (50) United States (including the District of Columbia) between fourteen (14) and twenty-one (21) years of age; **and**
- b. Be actively enrolled as a student at an accredited educational institution that grants junior high, middle school, or high-school (or equivalent) degrees (including home schools); **and**
- c. Self-identify as being on the autism spectrum or having Asperger's Syndrome.

If you have not reached the age of majority in your legal place of residence, then your parent or legal guardian must submit the contest entry on your behalf.

By entering the Microsoft Autism at Work Research Workshop – Autism and Inclusion Contest, you give Microsoft permission to collect and use personal information you provide to manage your submission. You may withdraw or delete your contest entry by accessing your CMT account and choosing "Delete Submission" from the Author Console or by contacting us at <https://www.microsoft.com/en-us/concern/privacy>. [Privacy Statement](#).

Employees and directors of Microsoft Corporation and its subsidiaries, affiliates, advertising agencies, and Contest Parties are not eligible, nor are persons involved in the execution or administration of this promotion, or the family members of each above (parents, children, siblings, spouse/domestic partners, or individuals residing in the same household). Void where prohibited.

5. HOW TO ENTER

To create an entry, you must submit a written essay, video essay, or artistic drawing describing your vision for autism and inclusion in employment.

To submit an entry, visit the Contest website at <https://cmt3.research.microsoft.com/AWRW2021/> and follow the instructions to register and submit your entry.

The entry limit is one per person overall.

Any attempt by any you to obtain more than the stated number of entries by using multiple/different accounts, email addresses, identities, registrations, logins, or any other methods will void your entries and you may be disqualified. Use of any automated system to participate is prohibited.

We are not responsible for excess, lost, late, or incomplete entries. If disputed, entries will be deemed submitted by the “authorized account holder” of the email address, social media account, or other method used to enter. The “authorized account holder” is the natural person assigned to an email address by an internet or online service provider, or other organization responsible for assigning email addresses.

6. ELIGIBLE ENTRY

- a. **Content/Technical Requirements.** To be eligible, an entry must meet the following content/technical requirements:
 - i. Your entry must be your own original work; **and**
 - ii. Your entry cannot have been selected as a winner in any other contest; **and**
 - iii. Your entry must be in the English language; **and**
 - iv. You must have obtained any and all consents, approvals, or licenses required for you to submit your entry; **and**
 - v. To the extent that entry requires the submission of user-generated content such as software, photos, videos, music, artwork, essays, etc., you warrant that your entry is your original work, has not been copied from others without permission or apparent rights, and does not violate the privacy, intellectual property rights, or other rights of any other person or entity. You may include Microsoft trademarks, logos, and designs, for which Microsoft grants you a limited license to use for the sole purposes of submitting an entry into this Contest; **and**
 - vi. Your entry may NOT contain, as determined by us in our sole and absolute discretion, any content that is obscene or offensive, violent, defamatory, disparaging or illegal, or that promotes alcohol, illegal drugs, tobacco or a particular political agenda, or that communicates messages that may reflect negatively on the goodwill of Microsoft.
- b. **Written Essay Requirements.** To be an eligible entry your written essay must meet the following requirements:
 - i. Your written essay must be at least one (1) and no more than two (2) page(s) in length; **and**
 - ii. Your written essay must be written in eleven (11) to twelve (12) point font, single spaced; **and**
 - iii. Your written essay must have been written by you, though you may be assisted in doing so by an aid such as a scribe or speech-to-text program as needed, provided that such aids do not modify or influence your content in any way, shape, or form; **and**
 - iv. Your written essay must be uploaded as a .DOCX or .PDF file.
- c. **Video Essay Requirements.** To be an eligible entry your video essay must meet the following requirements:

- i. Your video essay must be at least two (2) and no more than three (3) minutes in length; **and**
 - ii. Your video essay must be solely your work, including but not limited to, the performance, writing, editing, graphic design, etc. of the video. Provided, however, that the video footage may be shot by a third-party acting under your direction; **and**
 - iii. Your video essay must be uploaded as a URL to a video uploaded to YouTube.
- d. **Artistic Drawing Requirements.** To be an eligible entry your artistic drawing must meet the following requirements:
- i. Your artistic drawing may be up to 4096 x 4049 pixels; **and**
 - ii. Your artistic drawing must be solely your work, including but not limited to the design, creation, and execution of the art; **and**
 - iii. Your artistic drawing may not include photography nor the scanned picture of any other piece of art, except that it may include a photograph of you and you alone; **and**
 - iv. Your artistic drawing may not include any animations; **and**
 - v. Your artistic drawing must be uploaded as a .PNG file.

7. USE OF YOUR ENTRY

We are not claiming ownership rights to your Submission. However, by submitting an entry, you grant us an irrevocable, royalty-free, worldwide right and license to use, review, assess, test and otherwise analyze your entry and all its content in connection with this Contest and use your entry in any media whatsoever now known or later invented for any non-commercial or commercial purpose, without further permission from you. You will not receive any compensation or credit for use of your entry, other than what is described in these Rules.

By entering you acknowledge that we may have developed or commissioned materials similar or identical to your entry and you waive any claims resulting from any similarities to your entry. Further you understand that we will not restrict work assignments of representatives who have had access to your entry and you agree that use of information in our representatives' unaided memories in the development or deployment of our products or services does not create liability for us under this agreement or copyright or trade secret law.

Your entry may be posted on a public website. We are not responsible for any unauthorized use of your entry by visitors to this website. We are not obligated to use your entry for any purpose, even if it has been selected as a winning entry.

8. WINNER SELECTION AND NOTIFICATION

Pending confirmation of eligibility, potential prize winners will be selected by Microsoft, their Agent, or a qualified judging panel consisting of at least three autism self-advocates (autistic people who have advocated for autism employment with public speaking, policy engagement, or autism program management) from among all eligible entries received based on the following judging criteria:

- Thirty-three percent (33%) - Clarity
- Thirty-three percent (33%) - Creativity
- Thirty-four percent (34%) - Originality

Winners will be selected from among all eligible entries received within seven (7) days following the Entry Period.

In the event of a tie between any eligible entries, an additional judge will break the tie based on the judging criteria described above. The decisions of the judges are final and binding. If we do not receive a sufficient number of entries meeting the entry requirements, we may, at our discretion, select fewer winners than the number of Contest Prizes described below.

Winners will be notified via the contact information provided during entry no more than seven (7) days following judging with prize claim instructions, including submission deadlines. If a selected winner cannot be contacted, is ineligible, fails to claim a prize or fails to return any forms, the selected winner will forfeit their prize and an alternate winner will be selected. If you are a potential winner and have not reached the age of majority in your legal place of residence, your parent/legal guardian will be required to sign all required forms on your behalf. The prize will then be awarded and shipped to your parent/legal guardian. Only three (3) alternate winners will be selected, after which unclaimed prizes will remain unawarded.

9. PRIZES

The following prizes will be awarded:

One (1) First Prize. The first-place winner will receive:

An Xbox One S. Approximate Retail Value (ARV) US \$299.00.

One (1) Second Prize. The second-place winner will receive:

A Pair of Microsoft Surface Headphones 2. Approximate Retail Value (ARV) US \$249.00.

One (1) Third Prize. The third-place winner will receive:

An Xbox Live Gold Subscription – twelve (12) months. Approximate Retail Value (ARV) US \$119.88.

Additionally, all winners will receive one (1) free ticket to the first day of the Autism at Work Research Workshop to be held online on April 20, 2021. Approximate Retail Value (ARV) US \$25.00 each.

The ARV of electronic prizes is subject to price fluctuations in the consumer marketplace based on, among other things, any gap in time between the date the ARV is estimated for purposes of these Official Rules and the date the prize is awarded or redeemed. We will determine the value of the prize to be the fair market value at the time of prize award.

The total Approximate Retail Value (ARV) of all prizes: **US \$742.88**

We will only award one (1) prize(s) per person during the Entry Period. No more than the stated number of prizes will be awarded. No substitution, transfer, or assignment of prize permitted, except that Microsoft reserves the right to substitute a prize of equal or greater value in the event the offered prize is unavailable. Prizes are awarded “AS IS” with no warranty of any kind, either express or implied, including but not limited to, the implied warranties or merchantability, fitness for a particular purpose, or non-infringement. Prizes will be sent no later than twenty-eight (28) days after winner selection. Prize winners may be required to complete and return prize claim and / or tax forms (“Forms”) within the deadline stated in the winner notification. Taxes on the prize, if any, are the sole responsibility of the winner, who is advised to seek independent counsel regarding the tax implications of accepting a prize. By accepting a prize, you agree that Microsoft may use your entry, and name online and in print, or in any other media, in connection with this Contest without payment or compensation to you, except where prohibited by law.

10. ODDS

The odds of winning are based on the number of eligible entries received.

11. GENERAL CONDITIONS AND RELEASE OF LIABILITY

To the extent allowed by law, by entering you agree to release and hold harmless Microsoft and its respective parents, partners, subsidiaries, affiliates, employees, and agents from any and all liability or any injury, loss, or damage of any kind arising in connection with this Contest or any prize won.

All local laws apply. The decisions of Microsoft are final and binding.

We reserve the right to cancel, change, or suspend this Contest for any reason, including cheating, technology failure, catastrophe, war, or any other unforeseen or unexpected event that affects the integrity of this Contest, whether human or mechanical. If the integrity of the Contest cannot be restored, we may select winners from among all eligible entries received before we had to cancel, change or suspend the Contest.

If you attempt or we have strong reason to believe that you have compromised the integrity or the legitimate operation of this Contest by cheating, hacking, creating a bot or other automated program, or by committing fraud in any way, we may seek damages from you to the full extent of the law and you may be banned from participation in future Microsoft promotions.

12. USE OF YOUR ENTRY

Personal data you provide while entering this Contest will be used by Microsoft and/or its agents and prize fulfillers acting on Microsoft's behalf only for the administration and operation of this Contest and in accordance with the [Microsoft Privacy Statement](#).

13. GOVERNING LAW

This Contest will be governed by the laws of the State of Washington, and you consent to the exclusive jurisdiction and venue of the courts of the State of Washington for any disputes arising out of this Contest.

14. WINNERS LIST

Send an email to autism@umd.edu with the subject line "Autism at Work Research Workshop - Neurodiversity and Inclusion Contest winners" within thirty (30) days of April 2, 2021 to receive a list of winners that received a prize worth US \$25.00 or more.