

42 WOLFSBURG: PARTICIPATION RULES AND REGULATIONS

Version 1.1 (28.09.2021)

This document outlines the rules and regulations for participation in 42 Wolfsburg's activities (the "Educational Program"). It is designated for individuals who are interested in participating ("Piscine Candidates") in the Educational Program. It is also a reference for individuals currently participating ("Students") to ensure that the same rules and guiding principles are commonly understood among all participants.

ARTICLE 1 - THE 42 WOLFSBURG MISSION

42 Wolfsburg is an educational community and learning space that relies on the active participation of all Candidates and Students in order for it to meet its objectives. Its mission is to provide an ecosystem that empowers learners to jumpstart successful careers in IT and to live responsible, entrepreneurial lives. To fulfill its mission, 42 Wolfsburg expects that Students and Candidates adopt an active mindset which promotes the values:

At 42 Wolfsburg we come together to learn, collaborate and strive to be our best selves. The following principles are inspired by the [Burning Community](#), the [United Nations Global Compact](#), [The Hacker Ethic](#) and [Ray Dalio's principles](#). They are the foundations of our school's values:

1. How we build.

- a. **Radical inclusion.** We sail under all colors, genders, and ages. We build for everyone and care for each other.
- b. **Participation at heart.** Build larger, not smaller tables, encourage participation, help others be their best selves and be liberal with giving and receiving feedback.
- c. **Use tech for good.** Continuously assess and discuss the whys and hows of our projects to maximize positive impact. Always check-in with your ethical compass in anything you build.

2. How we grow.

- a. **Sharing and gifting.** Always give constructive feedback. Feedback is also a muscle to train. Open source is a great catalyst for learning these principles.
- b. **Embrace freedom of expression.** Speak your mind and respect others. Assume good intentions. Be aware of your own bias and other perspectives.
- c. **Be strict but fair.** Rules aren't here to limit you, but to help yourself and others grow.
- d. **Take ownership.** Own and take responsibility in what you do. Be proud of what you build. Leave things tidier than how you found them. We all share the same spaces.
- e. **Live harmoniously.** Learn hard, play hard. It's all about the "*joie de vivre*" in the end. Learn to be free and choose the life you want to live.

3. 42 Basecamp community guidelines

We've devised some community guidelines specific to your time as a camper. These are to ensure everyone is on the same page and understand the expected code of conduct.

- a) **Punctuality.** Attend scheduled meetings with punctuality and be conscious of the time you spend talking during group meetings.
- b) **Commitment.** Be fully present at all tribe events, microphone and camera on. Show your peers you're 100% with them.

- c) **Confidentiality.** Keep any confessions and information that your fellow campers share with you within your tribe.
- d) **Foster an open and safe space.** Ensure that your peers each have a voice, free from prejudice and judgment.
- e) **Empathy and care.** Empathize with others and make them feel welcomed.
- f) **Respect yourself and others.** Have self-respect and respect the opinions of others above all.

ARTICLE 2 - SELECTION PROCESS 🤖

The Selection Process is designed for Candidates to undergo a series of tests to verify their aptitude to partake in the Educational Program. It consists of two phases:

- (i) An online memory and logic test, with an average duration of two hours;
- (ii) An immersive 4 week training camp, geared to introduce the 42 learning method. This is the final step that selects which Candidates will be admitted to the Educational Program.

The Candidate declares to be aware that the selection criteria to the Educational Program is exclusive to 42 Wolfsburg and cannot be challenged, negotiated or disputed. During selection phase (ii), the Candidate must be aware that, given the demand and intensity of the training, it will not be possible to conciliate this phase with other activities. Under certain conditions, such as the circumstances brought by the COVID-19 pandemic, phases (i) and (ii) will be conducted remotely, via online platforms. However, when possible, in-person participation will always be preferred.

ARTICLE 3 - ONLINE PLATFORMS 🖥️

Candidates are required to use online platforms such as the *42 Wolfsburg Intranet* and the *42 Wolfsburg Discord servers* ("Platforms") during the Selection Process and Educational Program. Access to these Platforms is strictly restricted to individuals who have successfully completed phase (i) of the Selection Process. German Law applies for any behavioural misconduct and usage of these Platforms.

Candidates or Students are also forbidden to use Platforms for purposes and activities that are not related to the Selection Process or the Educational Program. They are expected to behave according to the guidelines set forth in Article 1, including:

- (i) use tech for good;
- (ii) respect yourself and others.

ARTICLE 4 - INFORMATION AND DISPLAY 🗣️

Commercial, political, union, or religious advertising is strictly prohibited on any of the Platforms used throughout the duration of the Selection Process and Educational Program. However, appropriate use for relevant community announcements is free of charge and encouraged, subject to the following conditions:

- (a) the information's origin must be clearly indicated;
- (b) the information must not be defamatory;
- (c) the information must not adversely affect any concerns for privacy in any way, and;
- (d) the information must not be misleading.

This also applies to any information piece written by Candidates, Students or third-party associations (including publications, external resources, announcements) for internal dissemination. In the case of violation of third-party rights, the staff at 42 Wolfsburg may request that the information piece be removed without prejudice to any possible action.

ARTICLE 5 - EMAIL

Candidates and Students are provided with their own personalized 42 Wolfsburg account (email address format), intended for logging into the Intranet (intra.42.fr) and other **receiving** information from the 42 Wolfsburg administration and to facilitate communication between Candidates, Students and 42 Wolfsburg's administrative staff. Each Candidates' address will follow the following format: <login>@student.42wolfsburg.de.

The mail address provides students free access to the 42 Network Stackoverflow Team account via the Intranet. Emails are sent to the student 42 mail address but the content is **forwarded to the personal mail address** that was specified in the student's Intranet profile. Note that students are not able to send mails from this email address.

ARTICLE 6 - INTELLECTUAL PROPERTY

During the Selection Process and Educational Program, 42 Wolfsburg reserves the rights to use, duplicate and disseminate any documents or educational projects produced by Candidates, Students, employees or partners of 42 Wolfsburg, following the personal data laws specified in Article 7.

It is prohibited to transmit or disclose confidential or sensitive information concerning 42 Wolfsburg or any of its partners without prior consultation of its administrative staff. This includes the 42 Wolfsburg logo and any documents internally distributed during the Selection Process and the Educational Program.

Violation of the above paragraph is considered a serious fault. This protects 42 Wolfsburg's data privacy as well as that of its Candidates, Students, staff members, partners and affiliated companies.

In this vein, 42 Wolfsburg expects Candidates and Students to recognize that any fraudulent use of software and violation of the law on fraud and computer piracy may result in civil and criminal penalties.

ARTICLE 7 - PERSONAL DATA

For the purposes of this section, "Personal Data" encompasses the meaning attributed to the term as described in the General Data Protection Regulation (EU) 2016/679 (GDPR).

Upon consent, 42 Wolfsburg is authorized to collect Personal Data of Candidates provided at the time of registration to the Selection Process and throughout the Educational Program. This data helps 42 Wolfsburg's administrative staff to manage records and supervise the educational paths of each Candidate and Student.

42 Wolfsburg takes all technical and organizational measures to protect the Personal Data of Candidates and Students against loss, unauthorized use or other abuses, imposing a high level of security for all activities performed within the Selection Process and/or the Educational Program.

The Personal Data collected may be shared with the service providers contracted by 42 Wolfsburg to operate the Platforms described in Article 3. 42 Wolfsburg establishes contractual obligations with all its partners so that they can also comply with the applicable data protection laws, and treat the shared Personal Data only within the limits of their respective services.

42 Wolfsburg may also use the Personal Data of Candidates and Students to provide them with information about other educational programs developed by itself or its partners. Candidates and Students are allowed to unsubscribe from the contact database in order to no longer receive information about educational programs.

Candidates or Students may request the correction or deletion of their Personal Data, except when, in the context of a legal or contractual dispute, the retention of such Personal Data is required as a result of a contractual relationship with 42 Wolfsburg. If the request for access, rectification or deletion is denied, the Candidate or Student will be informed of the reason for

such denial. If any Candidate or Student wishes to exercise their rights, they are invited to send a request to the following address: *staff@42wolfsburg.de*.

ARTICLE 8 - MEDIA WAIVER

The candidate grants permission to 42 Wolfsburg to use their image (photograph), video or written testimonial and statement(s) that were given during discussion, interview or other communication, with your first name for use in Media publications related to 42 Wolfsburg. For any photos taken during remote meetings, 42 Wolfsburg will announce doing so before taking the photo so that The Candidate can turn off its camera.

The Candidate hereby waives any right to inspect or approve the finished photographs or electronic matter that may be used in conjunction with them now or in the future, whether that use is known to them or unknown, and The Candidate waives any right to royalties or other compensation arising from or related to the use of the image & given statements. The Candidate confirms that any images, videos or similar, provided by The Candidate under this agreement, are free from third party property rights.