



# 42 BERLIN: PARTICIPATION RULES

Version 1.2 (10.06.2023)

This document outlines the rules for participation at 42 Berlin (the "Educational Program"). It is relevant for those interested in participating ("Candidates") and currently participating ("Students") to ensure everyone understands the principles our community is based on.

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## ARTICLE 1 - THE 42 BERLIN MISSION 🚀

42 Berlin is an educational community and learning space that relies on the active participation of all Candidates and Students. Our mission is to provide an ecosystem that empowers learners to jumpstart successful careers in IT and to live responsible, entrepreneurial lives. To fulfill our mission, we expect Students and Candidates to embrace the following values:

At 42 Berlin we come together to learn, collaborate and strive to be our best selves. Our principles are inspired by the [Burning Community](#), the [United Nations Global Compact](#), [The Hacker Ethic](#), and [Ray Dalio's principles](#). They provide the foundation for our school 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 open to giving and receiving feedback.
- c. **Use tech for good.** Continuously assess and discuss the whys and hows of our projects to maximize positive impact. Use your ethical compass for everything you build.

## 2. How we grow

- a. **Sharing and gifting.** Give constructive feedback - feedback is a muscle you can train. Open source is a great catalyst for learning and change.
- b. **Embrace the freedom of expression.** Speak your mind and respect others. Have integrity. Keep your own biases, privilege and other perspectives in mind.
- c. **Be strict but fair.** Rules aren't here to limit you, but to help you and others grow.
- d. **Take ownership.** Take responsibility for what you do. Be proud of what you build. Leave things tidier than how you found them. We all share the same space.
- e. **Live harmoniously.** Strive for a Good Life, whatever that means to you.

## 3. 42 Piscine community guidelines

*We've devised some community guidelines specific to your time as a Pisciner. These are to ensure everyone is on the same page and understands our code of conduct.*

- a) **Punctuality.** Attend scheduled meetings on time and be mindful of the time you take up during group meetings.
- b) **Commitment.** Join in for events. Show your peers you're 100% with them.
- c) **Confidentiality.** Be mindful of others' right to privacy.
- d) **Foster an open and safe space.** Ensure that your peers have a voice and can be heard, free from prejudice and judgment.
- e) **Empathy and care.** Empathize with others and make them feel welcome.
- f) **Respect yourself and others.** Care for yourself and respect the opinions of others.

## ARTICLE 2 - SELECTION PROCESS 🎮

The selection process is designed for Candidates to demonstrate their ability to succeed 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.

The selection criteria for the Educational Programme are exclusive to 42 Berlin and cannot be challenged, negotiated, or disputed. Please note that during selection phase (ii), given the demand and intensity of the training, it will not be possible to work part time or significantly engage in other activities. In-person participation is preferred wherever possible.

Under certain conditions, such as the circumstances brought by the COVID-19 pandemic, phases (i) and (ii) can be conducted remotely via online platforms.

## ARTICLE 3 - ONLINE PLATFORMS 💻

Candidates are required to use online platforms such as the *42 Berlin Intranet* and the *42 Berlin Slack channels* ("Platforms") during the Selection Process and Educational Programme. Access to these Platforms is strictly restricted to people who have successfully completed phase (i) of the Selection Process. German law applies to any misconduct on these Platforms.

Candidates or Students must not use our Platforms for purposes and activities that are not related to the Selection Process or the Educational Programme. You are expected to behave

according to the guidelines outlined in Article 1, including:

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

## ARTICLE 4 - INFORMATION AND DISPLAY

Commercial, political, union-related, or religious advertising is strictly forbidden on any of the Platforms used throughout 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 disseminated by Candidates, Students, or third-party associations (including publications, external resources and announcements). 42 Berlin staff may remove information without prior notice in the case of misconduct.

## ARTICLE 5 - EMAIL

Candidates and Students are provided with their own personalized 42 Berlin account. This account is intended for logging into the Intranet (intra.42.fr), receiving information from 42 Berlin and to facilitate communication between Candidates, Students, and 42 Berlin staff. Email addresses are in the following format: <login>@student.42berlin.de.

This email account can receive but not send emails. The content is **forwarded to the personal mail address** that is specified on the Intranet profile.

## ARTICLE 6 - INTELLECTUAL PROPERTY

During the Selection Process and Educational Programme, 42 Berlin reserves the right to use, duplicate and disseminate any documents or educational projects produced by Candidates, Students, employees, or partners of 42 Berlin, following data protection legislation specified in Article 7.

It is not allowed to transmit or disclose confidential or sensitive information regarding 42 Berlin or any of our partners without the prior consent of a member of staff. This includes the 42 Berlin logo and any documents internally distributed during the Selection Process and the Educational Programme.

Violation of the above paragraph is considered gross misconduct. Protecting the data privacy of Candidates, Students, staff members, partners, 42 Berlin and affiliated organizations is our priority.

Any fraudulent use of software, computer piracy or other violation of the law may result in civil and criminal penalties.

## ARTICLE 7 - PERSONAL DATA

“Personal Data” in this context is used as defined by the General Data Protection Regulation

(EU) 2016/679 (GDPR).

Once Candidates have given their consent, 42 Berlin is authorized to collect the Personal Data they provide at the time of registration and throughout the Educational Programme. This data helps 42 Berlin staff to manage records and monitor Candidates' and Students' educational trajectories.

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

The Personal Data you provide may be shared with the service providers who operate the Platforms described in Article 3. We establish contractual obligations with all our partners so that they also comply with the applicable data protection legislation and use any shared Personal Data within the boundaries of their respective services only.

42 Berlin may also use your data to provide you with information about other educational programmes developed by ourselves or our partners. You can unsubscribe from our database if you would no longer like to receive this information.

You may request the correction or deletion of your Personal Data unless this data is required as a result of a contractual relationship with 42 Berlin. Requests for access, rectification or deletion can only be declined with a good reason. Please contact [dpo@42berlin.de](mailto:dpo@42berlin.de) for further information.

## **ARTICLE 8 - MEDIA WAIVER**

You hereby grant us permission to use your first name in combination with any image (photograph), video footage or written statement taken or recorded during your time at 42 Berlin for marketing or PR purposes. If you would not like your image to be used, please let us know whenever there is a recording in progress so that we can make sure you are not included.

You hereby waive any right to inspect or approve photographs or electronic matter that may be used in relation to you now or in the future, whether that use is known to you or unknown. You waive any right to royalties or other compensation arising from or related to the use of images & given statements. You confirm that any photos, videos or similar, provided by you under this agreement, are free from third-party property rights. If you do not agree with Article 8, you must contact 42 Berlin staff before submitting your first project.

## **ARTICLE 9 - SECURITY & SAFETY**

Once you have been given access to our building, you agree to comply with the following:

- Any visitors who aren't Candidates or Students must register at the front desk and check out at the front desk
- Out of hours visitors are not permitted
- You must not share your building access details with anyone
- Emergency exits must not be obstructed
- Doors must be locked and closed where necessary
- You must report any security or safety-related issues to a member of staff without undue delay

## **ARTICLE 10 - LIABILITY**

Students and Pisciners are liable for any damages, financial losses and personal injuries they



cause during their time at 42 Berlin. Personal liability insurance is mandatory for all students and Pisciners on campus. By submitting this project you confirm that you hold personal liability insurance.