

‘Working at UCL’ photo competition and prize draw terms and conditions

University College London (“**UCL**”) is running a photography competition under the title ‘Working at UCL’ during April and May 2018 (“**Competition**”).

By submitting one or more photograph (“**Submission**”) for the Competition, you agree to be bound by these Terms and Conditions.

There is no requirement to pay to participate in the Competition.

1 Eligibility

- 1.1 The ‘Working at UCL’ competition is open to all current students and staff of UCL.
- 1.2 In order to win the competition you must be a current and enrolled student or employee of UCL at the time of submitting your entry.
- 1.3 If you are selected as a winner, UCL may require that you provide proof (satisfactory to UCL) that you meet the eligibility criteria. If you fail to provide such evidence on request, UCL may withdraw the award and select another participant as winner.

2 About the Competition

- 2.1 ‘Working at UCL’ is a joint competition, run by UCL Photo Society and UCL Human Resources. The aim is to capture the essence of working at UCL across a range of buildings and different faculties and divisions.
- 2.2 The ‘Working at UCL’ competition is to identify Submissions that:
 - 2.2.1 reflect one or more of the three themes – ‘game changers’; ‘educators’; ‘professionals’ and capture the dynamism of life at UCL.
 - 2.2.2 showcase UCL staff at work.
 - 2.2.3 are truly reflective of the diversity of UCL staff.
 - 2.2.4 are photographed in colour.
 - 2.2.5 have a landscape orientation.
 - 2.2.6 demonstrate strong composition.
- 2.3 To enter a Submission into the competition, you must send the Submission to uczxpho@ucl.ac.uk by 11.59pm on 11 May 2018.
- 2.4 Selection of the winning Submissions will take place during May 2018.
- 2.5 The winners of the competition will be announced on the UCL Human Resources website at any time following selection pursuant to clause 2.4. The announcement will also be featured in UCL e-newsletters. The individuals that made the winning Submissions may be notified prior to the announcement. While specific days for the competition period, selection and announcement have been specified, UCL reserves the right to deviate from those dates and/or methods of notification for any reason.
- 2.6 UCL Human Resources will be responsible for selecting the Submissions, from all those that comply with paragraph 2.3, that they consider best meet the criteria set out

in paragraph 2.1. UCL Human Resources may consult a representative of the UCL Photo Society and of UCL Communications and Marketing for an opinion. All individuals who are involved in the decision making are disqualified from making a Submission themselves.

2.7 If you are notified that a Submission entered by you for the competition is selected in accordance with paragraph 2.6, you must provide UCL with:

2.7.1 your full name, job title (if staff), course (if a student) and a caption to accompany your winning Submission; and

2.7.2 any other information that UCL may request in accordance with paragraph 1.3;

within 48 hours of request.

2.8 Any Submission that you enter into the competition and any caption that you may submit as provided for in paragraph 2.7.1 must not: contain any material which is defamatory of any person; contain any material which is obscene, offensive, hateful or inflammatory; promote sexually explicit material; promote violence; promote discrimination based on race, sex, religion, nationality, disability, sexual orientation or age; infringe any copyright, database right or trade mark of any other person; be likely to deceive any person; be made in breach of any legal duty owed to a third party, such as a contractual duty or a duty of confidence; promote any illegal activity; be threatening, abuse or invade another's privacy, or cause annoyance, inconvenience or needless anxiety; be likely to harass, upset, embarrass, alarm or annoy any other person; be used to impersonate any person, or to misrepresent your identity or affiliation with any person; give the impression that they emanate from us, if this is not the case; advocate, promote or assist any unlawful act such as (by way of example only) copyright infringement or computer misuse.

2.9 If you provide a caption that UCL considers (in its discretion) does not comply with paragraph 2.8, UCL may either request that you provide a revised caption that does comply with paragraph 2.8 or select another Submission (whether submitted by you or any other individual) in accordance with paragraph 2.6. This paragraph 2.8 will apply to any revised or resubmitted captions that you provide and/or the reselected Submission.

2.10 If you do not meet the eligibility criteria, UCL may select another Submission (whether submitted by you or any other individual) in accordance with paragraph 2.6.

2.11 No decision will be deemed to have been made as to the Submissions that have won the competition ("**Winning Submissions**") unless and until the Winning Submissions are published as provided for in paragraph 2.12. Even after publication, UCL can revoke the decision including, without limitation, if one of the Winning Submissions or you are disqualified.

2.12 UCL may publish any Submission entered into the competition on all or any of the HR website, The Week@UCL, *myUCL*, UCL social media channels (including Facebook, Twitter and Instagram), UCL's profiles on Glassdoor, LinkedIn, Indeed, Issuu and jobs.ac.uk and other UCL websites. UCL may also publish any Submission in print publications.

2.13 No individual will be entitled to receive more than one of the three prizes on offer.

2.14 The individual that submitted the Submission that is awarded first prize will receive £200 in vouchers, the individual awarded second prize will receive £100 in vouchers, and the individual awarded third prize will receive £50 in vouchers. The prize

awarded (including the value of the vouchers and the outlet at which they can be redeemed) may be changed by UCL at any time.

- 2.15 UCL will endeavour to send the vouchers within 14 days of publication of the winner(s) pursuant to paragraph 2.5.

3 Intellectual Property

- 3.1 You acknowledge and agree that by entering a Submission for the Competition other users of the internet will be able to view the Submission if UCL publishes it in accordance with 2.12.

- 3.2 You warrant that you are the sole author and owner of your Submission, that the Submission is your own original work and it does not infringe any copyright, trade marks or other rights (including intellectual property rights) of any third party.

- 3.3 You agree to indemnify UCL and hold UCL harmless against any and all loss, costs, claims, damages, demands, liabilities, actions and expenses arising out of a breach of paragraph 3.2. This means you will be responsible for any of the above that UCL suffers as a result of your submission.

- 3.4 You grant to UCL a royalty-free, non-exclusive, worldwide, sub-licensable right to use, reproduce, modify, publish, create derivative works from and display (together with the right to incorporate into any other works in any form, media or technology know or later developed) any Submission submitted by you for the Competition for the purposes of:

3.4.1 the 'Working at UCL' competition;

3.4.2 marketing and promotion of the Competition and subsequent or other competitions run by UCL or its affiliated organisations; and

3.4.3 any other purpose anticipated by these Terms and Conditions;

whether in digital or print media.

4 Data Protection

- 4.1 You must have permission to use the name and likeness of any individual that appears in any Submission that you enter into the Competition. You must also ensure that any such individuals consent to and have given you any necessary rights for the Submission to be used as anticipated in the Terms and Conditions. UCL reserves the right to require that you provide evidence of all relevant consents and rights and you must provide such evidence on request.

- 4.2 You acknowledge that, in connection with the Competition, you will provide personal data to UCL. UCL will store and otherwise process that personal data only in connection with the administration and running of the Competition and for the marketing and sending of information relating to the Competition or future competitions run by UCL and internal promotion of UCL's brand and employee relations.

- 4.3 Your data will be handled in accordance with UCL's obligations under the Data Protection Act 1998, the General Data Protection Regulation (Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and repealing Directive 95/46/EC) and the UCL privacy policy.

- 4.4 In entering a Submission to the Competition, you give UCL and its affiliated organisations the right to use your name, likeness, photograph, and/or opinions for promotional purposes in any media, worldwide, without further payment or consideration.

5 UCL Liability

- 5.1 UCL may at any time in its absolute discretion and without notice change the details of or cancel the Competition, vary these Terms and Conditions or alter the prizes available or their value.
- 5.2 UCL and its agents and representatives hereby expressly exclude any liability whether in contract, tort, criminal law, breach of statutory duty or otherwise for any direct, indirect or consequential loss, damage, injury or disappointment (including without limitation any pure economic loss) suffered or incurred by you and whether foreseeable or not in connection with the Competition.
- 5.3 UCL will not have any liability to you if you are unable to enter a Competition for any reason including, without limitation, a failure in computer systems or unavailability of any website.
- 5.4 All conditions, warranties and other terms which might otherwise be implied by statute or common law are expressly excluded from these Terms and Conditions.
- 5.5 Nothing in these Terms and Conditions will limit or exclude UCL's liability for death or personal injury caused by its negligence or for fraud or for any other liability which cannot be limited or excluded at law.

6 Disqualification

- 6.1 UCL may disqualify either you or a Submission from the Competition (and remove any Submission from the Competition) if:
- 6.1.1 you are not eligible to participate in the Competition;
 - 6.1.2 you or the Submission does not, at any time, comply with these Terms and Conditions.
 - 6.1.3 any information provided by you is invalid, incorrect, or misleading;
 - 6.1.4 a Submission is entered out of time or is faulty;
 - 6.1.5 the Submission does not comply with paragraph 2.8 or UCL otherwise considers that it does or may harm UCL, its reputation and/or that of any staff or students at UCL.
- 6.2 It is not permitted to use an automated system to enter Submissions. If you use an automated system to enter a Submission for the Competition or a Submission is entered as a result of an automated system, you and/or the Submission may be disqualified.

7 General

- 7.1 Decisions of UCL and, in particular, UCL Human Resources will be final and binding and there will be no discussion or negotiation regarding the decision and/or selection and/or the process used by UCL.

- 7.2 If you wish to contact UCL about the Competition, including to make a complaint, please send an email to: hr.reception@ucl.ac.uk and include “Working at UCL photo competition” in the title.
- 7.3 UCL may revise these Terms and Conditions at any time by amending this page. You must check this page from time to time to take notice of any changes UCL makes.
- 7.4 No failure or delay by a party to exercise any right or remedy provided under these Terms and Conditions shall constitute a waiver of that or any other right or remedy, nor shall it preclude or restrict the further exercise of that or any other right or remedy.
- 7.5 These Terms and Conditions will be governed by and construed in accordance with the laws of England and Wales and the parties agree to submit to the exclusive jurisdiction of the courts of England and Wales.