



# 2024 IATA Diversity and Inclusion Awards – Terms & Conditions

## GENERAL INFORMATION

1. Information on how to enter the **2024 IATA DIVERSITY AND INCLUSION AWARDS** (the “**Competition**”) and the prize details form part of these terms and conditions of entry (the “**Terms and Conditions**”). Entry into the Competition is deemed an acceptance of these Terms and Conditions. Entries that do not comply with these Terms and Conditions are deemed ineligible and will be rejected.
2. The Competition is managed by the International Air Transport Association (“**IATA**” or the “**Sponsor**”), having its Head Office at 800 Place Victoria, Montreal, Quebec, Canada H4Z 1M1, and its Executive Offices at 33 Route de l’Aéroport, P.O. Box 416, CH-1215 Geneva 15 Airport, Switzerland.
3. Entrants must comply with each part of the Competition and the present Terms and Conditions in order to be eligible to receive any of the prizes referred to in the Terms and Conditions.
4. The Competition is an exclusively skill-based competition without any element of chance.

## PART A

### Eligibility of Entry and the Initial Registration Process

5. Entry is open only to applicants (the “**Entrants**” and each an “**Entrant**”) that submit an application during the eligibility period from 09h00 (UTC) on Monday March 4<sup>th</sup> 2024 to 18h00 (UTC) on Wednesday 17<sup>th</sup> April 2024. Individuals entering the Competition must be eighteen (18) years of age or older at the time of entry. IATA reserves the right to reject any application that does not meet the above criteria in its sole discretion.
6. To enter the Competition, Entrants must confirm their participation to the Competition by:
  - a. Providing their contact information on the following website (the “**Competition Website**”): <https://www.iata.org/en/about/our-commitment/25-by-2025/diversity-inclusion-awards/>
  - b. Completing and submitting an online form on the Competition Website (the “**Online Form**”) from 09h00 (UTC) on Monday March 4<sup>th</sup> 2024 to 18h00 (UTC) on Wednesday 17<sup>th</sup> April 2024
  - c. Attaching their Submission under one of three (3) categories set out under section 9 below, and
  - d. Reviewing these Terms and Conditions. Entry into the Competition is deemed acceptance of these Terms and Conditions.

Entrants can be nominated by a third party (the “**Nominators**” and each a “**Nominator**”).

Submissions submitted other than through the Online Form will not be accepted.

There is no charge or entry fee, and no purchase is required, to participate to the Competition. Certain sundry expenses may however apply in regards to travel and hospitality to the AGM.

7. Entrants are responsible for ensuring that their contact details submitted to IATA and that all information submitted are true, complete and correct. Entrants forfeit their right to claim prizes in the event that their contact details and information provided are in any manner inaccurate or incomplete.
8. Entrants must have a valid passport (and valid visa, if applicable) for travel to the World Air Transport Summit

(WATS) in **Dubai, UAE** in June 2024 for the AGM which will take place **2-4 June 2024**. It is the responsibility of each Entrant to ensure that he or she is able travel to the WATS for the presentation and is solely responsible for obtaining a valid passport and travel visa for himself/herself and/or representative.

9. The Awards will recognize three categories of leadership in diversity and inclusion:
- a. **Inspirational Role Model:** Will be presented to a woman who holds a senior position within the industry who has had a significant impact on the aviation agenda through her strong contribution to business delivery, as well as her ongoing support of the diversity & inclusion agenda. Open to all female participants in the aviation industry (IATA members and non-members alike).
  - b. **High Flyer:** Designed to recognize one of aviation's professional who has developed thought leadership through concrete action in favor of diversity & inclusion, making a positive impact on the industry. Open to all professionals in the aviation industry (IATA members and non-members alike).
  - c. **Diversity & Inclusion Team Award:** Designed to recognize an airline that has seen a tangible change in diversity and inclusion as a result of the work it has been doing in diversity and inclusion. Open to all IATA member airlines.

## PART B

### Selection Process

10. IATA will review all Submissions and select four (4) Submissions in each category as finalists (the "**Finalists**"). A jury composed of 3 independent judges selected by IATA (the "**Jury**") will be asked to review and evaluate the Submissions of each Finalists and select the winner in each category (the "**Winners**"). The Jury will consist of the Winners of the IATA Diversity & Inclusion awards 2023. The names of the Jury members will be published on the Competition Website. IATA reserves the right to designate and replace one or more Jury members in its entire discretion and/or require that a Jury member abstain from voting where there might be a conflict of interest, real or perceived.

11. The Finalists will be presented on the Competition Website in May 2024 and will also be notified personally. The Winners will be notified by **8<sup>th</sup> May 2024**. The Finalists and Winners will be publicly announced during the 2024 AGM. The Winners will be asked to come forward to receive their prize and say a few words and thank IATA and Qatar Airways, and have their picture taken for publication on the IATA, Qatar Airlines and Competition websites.

12. Finalists and Winners agree to the publication of their name, photo, professional affiliation, employer and Submission and grant IATA, Qatar Airlines and the Competition a limited license to such extent on a royalty-free basis.

**The Finalists and Winners undertake to maintain complete confidentiality of their Submission and status until the close of the WATS on 4<sup>th</sup> June 2024.**

#### Selection Criteria

13. The Jury will evaluate all entries validly submitted that best meet the criteria for the award they are submitting for. All submissions will be judged against the following criteria:

1. Eligibility of the Application
2. Inspirational Role Model
3. High Flyer
4. Diversity & Inclusion Team

These criteria are explained in more detail below:

#### 1. Eligibility of the Application

The submission has been submitted on time with the required documentation, using the Online Form, complying with the Terms and Conditions, and address at least one (1) of the topics identified in Section 9 above.

#### 2. Inspirational Role Model

- ✓ Senior Leader within Organization (C-Suite, or Senior Leadership team)
- ✓ Responsible for leading significant airline activity, and driving change in Diversity and Inclusion in their area of business – must be able to show significant impact on their business
- ✓ Significant influencer on the world stage, and commands the respect of their team and the industry
- ✓ Ambassador for the Diversity & Inclusion Agenda, and recognized for driving Diversity within their organization
- ✓ May or may not be employed by or affiliated with an IATA member airline.

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### 3. High Flyer

- ✓ Spent career in Aviation in one of the member airlines, or on a significant aviation project
- ✓ Demonstrated significant leadership (although they may not be in a leadership role) in their particular area of the business, driving a tangible change that impacts the organization/industry in which they work
- ✓ Role model demonstrating the behavior that is important to the organization and industry they work in, and embodies the diversity and inclusion agenda
- ✓ Changed perceptions and/or impacted diversity & inclusion in aviation
- ✓ May or may not be employed by or affiliated with an IATA member airline.

### 4. Diversity & Inclusion Team

- ✓ May be a team, or an initiative from within our member airlines who have directly impacted diversity & inclusion within their business
- ✓ The team must be able to show that the work they have done has resulted in a change in perception, and/or demonstrate they have seen a tangible difference in their diversity metrics
- ✓ Must be employed or part of an IATA member airline.

## Prizes and Presentation

13. The Winner in each category will receive a prize of US\$25,000 which will be awarded by IATA with the gracious financial participation of Qatar Airways.

14. The Winner in each category will be invited to join the AGM in Dubai, UAE for the WATS which will take place 2-4 June 2024. The winning team will be invited to send one (1) representative from the team to collect the award on its behalf.

15. Economy class flight, attendance to the AGM and hotel accommodation for each individual Winner and/or one (1) team member will be covered by IATA with the generous financial participation of Qatar Airways. IATA and Qatar Airways will not be responsible for any hospitality expenses other than the above, or any other taxes, gratuities, sundry expenses, personal expenses, time, wages, costs and expenses incurred in connection with the travel and participation to the Awards, other than as specifically stated above.

### General

16. IATA reserves the right to verify the validity and truthfulness of entries and to disqualify any Entrant that tampers with the entry process or submits an entry that is not in accordance with the Terms and Conditions. IATA will not accept any late or misdirected entries.

17. The Entrants retain all rights, title and interest to their submission, including all accompanying documentation (together, the “**Submission**”), submitted to IATA in the context of this Competition. Each Entrant is responsible to secure the authorization and consent of its employer, persons or any third party mentioned or identified in the Submission and the Entrant undertakes to refrain from causing any source of infringement on third party rights. Each Entrant allows the Sponsor and the Jury to reproduce and distribute the Submission among the members of the IATA panel and the Jury for the purpose of reviewing the Submission and selecting the Finalists and Winners, and authorizes IATA and/or the Jury to make any such independent verifications as deemed necessary to verify the accuracy of the Submission.

18. By entering the Competition, each Entrant and/or Entrant’s representative agree for IATA to process their personal data provided when Entrants register for their place in the Competition, for the purposes of conducting the Competition, advertising/marketing the Competition, and/or advertising/marketing future similar competitions. The Winners and/or their representatives agree to IATA processing their personal information for the purposes of facilitating attendance at the 2024 AGM and receiving the prize. Each Finalist and each Winner and/or their respective representatives provide their authorization for IATA to publish their names, photos, achievements and extracts of their Submission at the prize giving ceremony at the AGM as well as on the Conference website, the IATA website and the Qatar Airways website and grant IATA, the Competition and Qatar Airlines a limited non-exclusive royalty-free license in that regard.

19. The Entrant acknowledges that there will be a public presentation of this award and neither the Sponsor nor the Jury has any control over, and will not be liable for, any use or appropriation, including the sharing of pictures and videos on social media, of the content expressed in the presentation, by third parties that may be in attendance.

20. IATA reserves to the right to cancel the Competition and prize, in whole or in part, should there be less than five (5) eligible Entrants.

21. IATA’s decision in relation to any and all aspects of the Competition is final and binding on every Entrant and there will be no appeal of the decision of the Jury.

22. IATA reserves the right to disqualify any Entrant or prevent any individual to attend the AGM should IATA, in its sole discretion, has reason to believe has breached any of these Terms and Conditions, or engaged in any unlawful or other improper misconduct or inappropriate behavior according to local laws and customs, which may cast doubt on the fair and proper conduct of the Competition, the AGM or the reputation of IATA and its members.

23. IATA and its agents shall not be responsible for any problems or technical malfunction of any telephone network or lines, computer or online systems, servers, or providers, computer equipment, software, technical problems or traffic congestion on the Internet or on any website, delay or error in postal service or any damage to Entrants' or any other person's computer systems related to, or resulting from, participation in this Competition, or the downloading of, any materials as part thereof. IATA is not responsible for any incorrect or inaccurate information, either caused by any of the equipment or programming associated with, or utilized in, this Competition, or for any technical error, that may occur in the course of this Competition, including any omission, interruption, deletion, defect, delay in operation or transmission, failure of a communications line, telephone or mobile or satellite network, theft or destruction or unauthorized access to, or alteration of, entries.

24. If for any reason this Competition is not capable of running as planned, including but not limited to, due to infection by computer virus, bugs, tampering, unauthorized intervention, fraud, technical failures or any other causes beyond the control of IATA, which corrupt or affect the administration, security, fairness, integrity or proper conduct of the Competition, IATA reserves the right in its sole discretion to disqualify any Entrant or individual who tampers with the Competition process and rules, and to cancel, terminate, modify or suspend the Competition or take any other action it deems fit with respect to the Competition without any liability. IATA reserves all rights to recover damages and/or other compensation as may be deemed appropriate from such an offender.

25. In the event of war, terrorism, a state of emergency, a disaster or force majeure, IATA reserves the right (subject to any written directions under applicable law) to cancel, terminate, modify or suspend the Competition. IATA may also refuse entry into the competition any individual or company subject to economic sanctions which would violate IATA's legal obligations. IATA reserves the right to amend these Terms and Conditions at any time before the close of the Competition for any reason and in any manner it deems fit.

26. This Competition is subject to all applicable local laws.

27. LIMITATION OF LIABILITY: IATA, QATAR AIRWAYS, MEMBERS OF THE JURY, IATA AIRLINE MEMBERS, AND THEIR RESPECTIVE AFFILIATES, SUBSIDIARIES, ADVERTISING AND PROMOTIONAL AGENCIES, ANY INTERNET OR ONLINE ACCESS PROVIDERS OR ANY OF THEIR EMPLOYEES, OFFICERS, DIRECTORS, SHAREHOLDERS AND AGENTS SHALL HAVE NO LIABILITY AND SHALL BE HELD HARMLESS BY ENTRANT FOR ANY DAMAGE, LOSS OR LIABILITY TO PERSON OR PROPERTY, LOST OR MISDIRECTED SUBMISSION, DUE IN WHOLE OR IN PART, DIRECTLY OR INDIRECTLY, BY REASON OF ENTERING THE COMPETITION, THE ACCEPTANCE, POSSESSION, USE OR MISUSE OF ANY PRIZE, OR WHILE PREPARING FOR, OR PARTICIPATING IN ANY PRIZE-RELATED ACTIVITY, AND SHALL NOT BE LIABLE FOR HEALTH RELATED MATTERS AND SECURITY RESULTING FROM THE ENTRANT AND/OR ITS REPRESENTATIVE TRAVELLING TO AND ATTENDING THE AGM. IATA and its promotion and advertising agencies are not responsible for technical, hardware, software or telephone failures of any kind, lost or unavailable network connections, fraud, incomplete, garbled or delayed computer transmissions, whether caused by IATA, users or by any of the equipment or programming associated with, or utilized in, the Competition, or by any technical or human error which may occur in the processing of submissions which may damage a user's system or limit a participant's ability to participate in the Competition.

28. The Competition and these Terms and Conditions will be governed by the laws of the State of New York, USA.