

SHRM TECHATHON – TERMS & CONDITIONS

1. About the Competition

SHRM Techathon (“Techathon”) is an industry-wide, team-based HR innovation competition curated by SHRM. The competition is designed to encourage participants to develop practical, technology-enabled, and business-ready solutions to contemporary people and workplace challenges.

Participation in the Techathon is subject to the terms and conditions outlined below.

2. Eligibility

- Participation is open to professionals across all industry segments.
- All participants must be **45 years of age or below** at the time of nomination.
- Teams must consist of **2–3 members**.
- Organizations may nominate **multiple teams**.
- SHRM reserves the right to verify eligibility at any stage of the competition and disqualify teams found to be non-compliant.

3. Team Composition

- Teams may be **cross-functional or function-led** (HR, Technology, Business, Operations, etc.).
- Each team must nominate a **Team Lead** who will be the primary point of contact.
- Once registered, changes to team composition may be restricted and will be subject to SHRM’s approval.

4. Problem Statements & Originality

- Teams must submit **original problem statements and solutions** created specifically for SHRM Techathon.
- Teams must not submit **problem statements or solutions that are currently being developed, previously developed, or implemented** internally or for an external client.
- Plagiarism, reuse of proprietary or client-owned work, infringement of third-party intellectual property rights, or any prohibited end-to-end use of artificial intelligence tools under these Terms will result in immediate disqualification.

5. Competition Structure

- The Techathon will be conducted in **multiple rounds**, including an initial screening round and subsequent evaluation stages.

- SHRM reserves the right to **modify the competition format, timelines, or evaluation criteria** at its discretion.
- All presentations must be prepared and submitted strictly using the official **SHRM-approved presentation template**. Non-compliant submissions may be rejected or disqualified at SHRM's discretion.
- Not all nominated teams will advance beyond the initial round.
- **Travel, accommodation, and related expenses** for participation in the Techathon, including the final round, shall be the responsibility of the participating teams and/or their organizations.

6. Evaluation & Judging

- Teams will be evaluated by an independent jury appointed by SHRM.
- **Evaluation criteria** may include (but are not limited to):
 - Relevance of the problem
 - Solution architecture
 - Feasibility & scalability
 - Innovation & novelty of approach
 - Business and people impact
 - Presentation & Storytelling
- The SHRM and jury's decision will be **final and binding including determination of winners and awards**, and no correspondence will be entertained regarding evaluation outcomes.
- Each organization is eligible to **win in a maximum of two (2) categories** at the SHRM Techathon 2026, irrespective of the number of submissions or teams.
- SHRM reserves the right to determine the nature, criteria, and distribution of **awards, certificates, or recognition** associated with the Techathon.
- SHRM reserves the right to maintain confidentiality of all internal evaluation processes, scoring methodologies, and jury deliberations, and no requests for internal information will be entertained.

7. Intellectual Property (IP)

- By participating, teams grant SHRM a **non-exclusive, royalty-free, perpetual right** to use, reproduce, publish, and showcase submitted content for:
 - Event-related communication
 - Marketing and promotional purposes
 - Knowledge-sharing and thought leadership initiatives

- Teams are responsible for ensuring that their submissions **do not violate any third-party IP rights, illegal use of technology tools, copyright infringements, or any other legally impermissible activity.**

8. Confidentiality

- Participants should **not disclose confidential, proprietary, or sensitive business information** as part of their submissions or presentations.
- Participants are advised to ensure they have the **necessary internal approvals** before sharing any organizational information.
- All the submitted data or information will come under the purview of SHRM's internal data retention and privacy policy and shall be governed by the other terms and conditions detailed in this document.

9. Disqualification

SHRM reserves the right to disqualify any team if:

- Eligibility criteria are not met
- False or misleading information is provided
- Submissions violate these Terms & Conditions
- There is any attempt to unfairly influence the competition process
- The applicable participation fee is not paid within the stipulated timelines
- Any other reason as deemed appropriate by SHRM

10. Use of Name & Promotion

- By participating, organizations and teams consent to the use of their **name, logo, and non-confidential submission details** for all SHRM events across the regions including Techathon related communication and promotion, unless explicitly opted out where applicable.

11. Limitation of Liability

- SHRM shall not be responsible for any direct or indirect loss, damage, or expense arising from participation in the Techathon.
- Participation is voluntary and at the participant's own risk.

12. Amendments

- SHRM reserves the right to amend these Terms & Conditions at any time.
- Any changes will be communicated through official Techathon channels.

13. Force Majeure

In the event of any force majeure or unforeseen circumstances beyond SHRM's control, SHRM reserves the right to postpone, reschedule, modify, or conduct the final round at a later date or in an alternate format, without liability.

14. Acceptance

Participation in SHRM Techathon constitutes **full acceptance of these Terms & Conditions.**

Form Checkbox Text

I have read and agree to the SHRM Techathon Terms & Conditions.