

INNOVATING FOR INCLUSION BOOTCAMP

RULES HANDBOOK

1. Mission and Objectives

The mission of the Innovating for Inclusion Bootcamp (the “Bootcamp”) is to contribute for the development of professionals working in or connected to the sports industry and accelerate disability inclusion in organisations acting within the industry, aiming for a better representation of the global disabled population in its workforce and decision makers, and for disability inclusion to be embedded in organisations’ decision making processes. These rules together with any other rules, regulations, directions and and/or other instructions issued by the Integrated Dreams Association are the sole rules applicable to the Bootcamp (the “Rules”).

2. Administration and Structure

2.1 Bootcamp Administration

The Bootcamp is a creation and is the sole property of the Integrated Dreams Association. The Bootcamp is developed and promoted in partnership with organisations considered by Integrated Dreams to have the highest professional and ethical standards. The Bootcamp design and development will take into consideration the input of an independent Advisory Committee to be composed of academics and other experts with proven expertise and knowledge in the fields of sport and disability. The Advisory Committee shall meet once every year with the purpose of observing the current state of development of the Bootcamp and future adjustments in order to ensure it maintains a high-quality standard and market competitiveness.

2.2 Admission Requirements

The Bootcamp will provide an official Certificate issued by the Integrated Dreams Association. The Bootcamp is designed for disabled and non-disabled people who are passionate about disability inclusion and sport.

Requirements for admission to the Bootcamp are as follows:

- a. have a University Diploma or a minimum 3 years of proven experience in:
 - a. Sport/Sport management;
 - b. Innovation;
 - c. E,I&D | ESG;
 - d. Accessibility; or
 - e. Sustainability.
- b. Fluent in English language;
- c. Payment of programme fee.

2.3 Bootcamp Stages and Requirements

The Bootcamp will consist of two separate stages:

- a. The Online Introduction – Bootcamp participants (the “Participants”) are required to attend Online Sessions in preparation of the Bootcamp, which are introductory in nature.
- b. Bootcamp Stage – 5 day Bootcamp designed to stimulate innovative thinking, collaboration towards goals, developing sustainable solutions, and aiming for maximum positive impact.

2.4 Admission Procedure

A Selection Committee chaired by the Bootcamp Director shall make all decisions on Participant admission. The admission is based on an evaluation of the requirements set out in paragraphs 2.2, the application, together with the candidate interview and any other relevant criteria deemed relevant by the Selection Committee. Applicants who do not fulfil the mentioned admission requirements will be evaluated on an individual basis and may only be admitted with substantial and proven personal expertise. Final deadlines for applications are decided each year and announced on the official Integrated Dreams website and in other publications.

2.5 Learning and Teaching Methods

The Online Stage of the Bootcamp will be delivered by top speakers that will approach the following key areas:

- Para-sport Governance – introduction and problematics;
- Event Accessibilities – introduction;
- Bootcamp solution canvas;

The main goal of this Stage is to ensure that all Participants have basic knowledge around key aspects concerning disability inclusion in sport.

2.6 Bootcamp Stage

- a. Participants will be exposed to experts and leading organisations for a period of 3 days (My Innovation Journey);
- b. A 48h period will follow where Participants will be divided into working groups and be assigned to ideate and develop an innovative solution for a real world sport organisation disability inclusion challenge (Building the Solution);

The methodology applied aims to bring theory and practice together, providing a complete summarised perspective of the skills required to advance disability inclusion in the sport world. The Sessions will include, but are not limited to, case studies, field trips, workshops, Participant presentations, group and/or individual assignments, and oral contribution and/or discussions. The aim is to enable Participants to identify and employ the appropriate tools, processes and knowledge obtained during the Lecture Stage in real life situations. The official language of the Bootcamp is English and all communications and sessions are conveyed or delivered in English.

2.7 Duration

The Bootcamp will take place during approximately 3 months (maximum 50h).

2.8 Changes to the Programme

The Integrated Dreams Association may at any time and at its sole discretion amend the Bootcamp content, including, but not limited to, by adding new sessions, and/or reviewing or replacing existing sessions. While the Bootcamp administration team will endeavour its very best efforts to inform Participants in advance of any such amendments, it is not required to do so Integrated Dreams hereby disclaims all responsibility and liability therefor.

3. Academic Rules

Participants shall abide by the Rules applicable to the Bootcamp in its different Stages as issued from time to time.

4. Confidentiality

4.1 General

Bootcamp Participants as well as all other parties involved in the design and delivery of the Bootcamp (including, but not limited to, the Bootcamp administration team, speakers and any other staff) are bound by confidentiality regarding Confidential Information discussed and received during the full duration of the Bootcamp.

4.2 Confidential Information

For the purposes of the Bootcamp, Confidential Information shall mean any confidential technical data, trade secret, know-how or other confidential information disclosed by any party to the Bootcamp in writing, orally, by drawing or other form.

For avoidance of doubt, all information pertaining to Participant Projects shall be deemed as confidential at all times.

4.3 Breach

Breaking confidentiality may result in adverse consequences (as mentioned in paragraph 9.) for the Participant(s) in breach.

5. General Conduct

Participants must show professionalism and respect towards fellow Participants, professors, guest speakers, staff, and any people on campus where the sessions will be delivered. Participants shall refrain from eating in classroom and during sessions. Walking out of classrooms in the middle of a session or presentation should only be done due to extreme circumstances, and mobile phones should be turned off during all sessions. Use of laptops in the classroom is to be determined by the relevant speakers and it is strictly restricted to educational purposes and for mastering teaching material.

5.1 Ethics and Behaviour

All Participants, speakers and staff are expected to conform to high standards of professionalism when it comes to ethics and honesty. We do expect professional ethical behaviour of Participants when it comes to assignments, class preparations and communications with fellow Participants, speakers and staff.

6. Tuition

Payment of tuition fees before the deadline determined by Integrated Dreams is required to ensure participation in the Bootcamp.

7. Participation in the Bootcamp

It is the Participants' sole responsibility to ensure that all conditions necessary and convenient for their participation in the Bootcamp are fulfilled, including (but not limited to) any necessary travel and accommodation arrangements, medical assistance or assistance of any other nature, insurance and/or equipment. All financial obligations and/or burdens resulting from said arrangements shall be exclusively borne by the relevant Participant. Integrated Dreams hereby disclaims all responsibility and/or liability arising from the Participants' participation in this Bootcamp, including (but not limited to) any damage and/or injury which may result directly or indirectly from accidents, travel incidents, existing or new health conditions, etc. suffered or sustained by any Participant throughout the Bootcamp.

8. Image and Ownership

8.1 Bootcamp

Innovating for Inclusion Bootcamp and all sessions delivered are property of the Integrated Dreams Association. Video, audio recording, or photography is strictly prohibited unless pre-authorised by Integrated Dreams Association and the Bootcamp Director. Prior written approval from the Bootcamp Director is required for any public display (including website, media, social media etc.) of class material or where the Bootcamp brand or image is to be displayed.

8.2 Participants

By taking part in the Bootcamp, Participants expressly agree that Integrated Dreams shall be authorised to use or display the Participants name, voice, likeness, image, appearance, or biographical information in, on, or in connection with any pictures, photographs, audio and video recordings, digital images, websites, television programs, advertising, publicity, sales and marketing brochures, books, magazines, CDs, DVDs, tapes, or any other print or electronic media or other publications anywhere in the world without any further consent required.

9. Copyright | Intellectual Property

The Participants' work within the scope of the Programme, namely the work commissioned by Innovation Partners, will be considered a work-made-for-hire. Participants are obligated to provide an integral copy of all work produced as such to the Bootcamp administration team ahead of the conclusion of the training.

10. Violations of Rules and Sanctions

Violation of any Rules is subject to adverse consequences, including, but not limited to, verbal and/or written warnings, suspension and/or expulsion from the Bootcamp.

11. Legal Issues

All the legal disputes arising in connection with the Bootcamp shall be resolved according to Portuguese Law and are subject to the jurisdiction of the judicial Courts of Lisbon.

12. Rule Amendment and Communication

The Integrated Dreams Association is responsible for these Rules and reserves the right to replace, delete or otherwise amend them at any time without prior notice, but also bears the responsibility of notifying all the Participants of changes made.

13. Implementation and Interim Provisions

The present rules and regulations are approved by Integrated Dreams Association and by the Bootcamp Director and are valid as of June 6, 2022.