CONFERENCE REGULATIONS

"Technology and AI in Effective Management (TEAM)"
Organized from 21 to 23 May 2025
(Hereinafter referred to as "the Regulations")

Section 1. Date and Duration

1. These Regulations set forth the rights and obligations of the Participants of the conference "Technology and AI in Effective Management (TEAM)" (hereinafter "the Conference"), which will take place from 21 to 23 May 2025, held in person in Kraków at the Jagiellonian University, Faculty of Management and Social Communication, at the address: prof. St. Łojasiewicza 4, 30-348 Kraków.
2. The Organizer of the Conference is Jagiellonian University, Gołębia 24, 31-007 Kraków, Faculty of Management and Social Communication, Institute of Economics, Finance and Management (hereinafter "the Organizer").
3. Academic supervision over the Conference's conduct is provided by the Conference Program Committee, established by the Organizer (hereinafter "the Program Committee").
4. The Conference is organized and financed as part of the CONFERENCES AND SEMINARS activity of the Faculty of Management and Social Communication at Jagiellonian University under the strategic program "Jagiellonian University Excellence Initiative."
5. A Participant of the Conference is any adult individual with full legal capacity who, by 22 April 2025:
    - a) has applied for participation in the Conference; or
    - b) has accepted the Organizer's invitation to participate in the Conference in the capacity of a guest representing the academic or business community;
    – has completed the registration process in the manner described in Section 2 of these Regulations, accepted the participation terms set out herein, and has received from the Organizer a message confirming qualification for the Conference (hereinafter "the Participant").
6. These Regulations are made available to Participants on the Conference website TEAM2025 | Technology and AI in Effective Management (https://team2025.wzks.uj.edu.pl/) in both the Polish and English versions, in a format that allows for downloading.
7. The Organizer reserves the right to amend these Regulations in response to changes in generally applicable laws and the need to adjust the Regulations accordingly, particularly to align the Conference format with any limitations, orders, or prohibitions imposed due to a pandemic, or to heighten accompanying safety measures. Any amendments to the Regulations shall enter into force within 7 days from the time of their publication on the Conference website. In relation to Participants who accepted the Regulations before such amendment, the changes shall take effect within 7 days upon notifying them by email and provided that no objection is communicated within the stated period.
8. The Organizer also reserves the right to amend the Regulations in cases where the changes do not adversely affect the rights of the Participants or in order to correct

obvious typographical or editorial errors. In such cases, the change may come into force in a period shorter than 7 days but not less than 3 days from the notification of the Participants by email.

9. The Organizer reserves the right to change the date and/or format of the Conference in the event that holding the Conference on the scheduled date and/or in the prescribed form becomes impossible or excessively difficult due to circumstances beyond the Organizer's control, in particular due to limitations, orders, and prohibitions resulting from the imposition of a pandemic. Any change in the date and/or format of the Conference will be announced promptly on the Conference website.
10. The Organizer reserves the right to introduce changes in the Conference program, including altering the schedule and order of presentations. In the event of such changes, the Organizer will immediately notify on the Conference website. A change in the Conference program shall not constitute an amendment to these Regulations.

Section 2. Registration for Participation in the Conference

1. Participation in the Conference may take the following forms (hereinafter "Forms of Participation"):
    - a) **Guest** – a Participant referred to in Section 1, paragraph 5(b), who has accepted the Organizer's invitation to participate in the Conference on 21–23 May 2025 (hereinafter "the Guest");
    - b) **Passive Participant** – a Participant as described in Section 1, paragraph 5(a), who participates in the Conference on 21 May 2025 solely as an observer (hereinafter "the Passive Participant");
    - c) **Active Participant** – a Participant as described in Section 1, paragraph 5(a), who participates in the Conference on 21 May 2025 and is selected by the Program Committee to deliver a Presentation, in the manner specified in Section 5 paragraphs 1–3 of these Regulations (hereinafter "the Active Participant").
2. Participation in the Conference is free of charge and requires prior registration through the registration form (hereinafter "the Form"), available on the Conference website, whereby any individual wishing to participate in the Conference (or who has been invited by the Organizer to participate) must provide the following information: first and last name, email address, affiliation or the name of the entity the individual represents, as well as indicate the preferred Form of Participation.
3. Detailed instructions for registering for the Conference, including registration deadlines, are provided on the Conference website TEAM2025 | Technology and AI in Effective Management (https://team2025.wzks.uj.edu.pl/).
4. In case of withdrawal from the Conference, the Participant is obliged to promptly notify the Organizer by sending the appropriate notification to the email address: team2025@uj.edu.pl.
5. The Organizer shall not be held responsible for the provision of incorrect or false data during the application for Conference participation.
6. Participation in the Conference shall be as follows:
    - a) On 21 May 2025 – a maximum of 80 Participants, including 30 Participants selected by the Program Committee, as provided in Section 5 paragraphs 1–3 of these Regulations, to deliver a Presentation (hereinafter "the Presentation") from among the individuals specified in Section 1 paragraphs 5(a) and (b) and 50 Passive Participants;

- b) On 22–23 May 2025 – 30 Guests.

7. For participation in the Conference on 21 May 2025, the Program Committee, based on the criteria described in Section 5 paragraphs 1–3, shall qualify 30 Participants who will deliver Presentations (hereinafter "the Speakers"). The subsequent 50 Passive Participants shall be selected on a first-come, first-served basis. For the Conference on 22–23 May 2025, all individuals referred to in Section 1, paragraph 5(b) who have accepted the Organizer's invitation and correctly completed the registration will qualify.
8. An individual who has completed the registration for participation in the Conference will receive from the Organizer an email confirming the qualification (or non-qualification) for participation in the desired Form of Participation. In the event that an individual who applied for active participation is not selected by the Program Committee as an Active Participant, the Organizer may, subject to available space, offer participation as a Passive Participant.
9. The above-specified participation limits for the Conference may be altered in connection with the epidemiological situation prevailing during the Conference and the related restrictions, orders, and prohibitions. The Organizer will promptly notify on the Conference website TEAM2025 | Technology and AI in Effective Management (https://team2025.wzks.uj.edu.pl/) of any changes to these limits. In the event that the number of Participants on 21 May 2025 must be reduced, the Organizer shall, within the available limits, re-qualify Participants, giving priority first to those selected by the Program Committee for delivering a Presentation, and then to Passive Participants based on the order in which applications were received. The Organizer will notify by email those Participants who, as a result of the revised limits, will no longer be able to participate.
10. By registering for participation in the Conference, the individual acknowledges having read and accepted these Regulations, which is equivalent to granting the permissions, licenses, and authorizations provided for herein. Registration for the Conference is deemed complete upon the submission of the Participant's data via the Form and the accompanying consents as stipulated in Sections 5–7, through the registration system available on the Conference website.
11. An individual who has registered for the Conference acquires a place for participation from the moment they receive the confirmation of registration and the qualification information from the Organizer.

Section 3. General Rules of Participation in the Conference

1. During the Conference:
    - a) On 21 May 2025, a scholarly symposium (hereinafter "the Symposium") shall be held during which the Presentations of the Speakers selected by the Program Committee will be delivered;
    - b) On 22–23 May 2025, workshops for the invited Guests, conducted using the design thinking method (hereinafter "the Workshops"), shall take place.
2. The Conference shall be conducted in the English language. Detailed information and the full program of the Conference are available on the Conference website TEAM2025 | Technology and AI in Effective Management (https://team2025.wzks.uj.edu.pl/).
3. The proceedings of the Conference will be documented by a photographic record (hereinafter "the Photo Report") and will be made available by the Organizer on:
    - https://team2025.wzks.uj.edu.pl/

- https://econ.uj.edu.pl/
- (and via selected social media channels) for an unlimited audience, indefinitely.

4. When providing the Conference materials (hereinafter "the Conference Materials"), the Organizer draws particular attention to the necessity for Participants to respect intellectual property rights. Participants agree to use the Conference Materials provided by the Organizer solely for their personal use. Modifying, copying, transmitting, publicly performing, or otherwise using these Conference Materials for commercial purposes requires prior written consent from either the Organizer or another authorized entity. Participants shall bear full responsibility for any damages arising from actions contrary to this provision.
5. Participants accept the established rules regarding the conduct and program of the Conference and agree not to interfere with its schedule or disrupt its proceedings. The Organizer is entitled to exclude from participation any Participant who violates these Regulations, in particular if the Participant:
   - a) disrupts the course of the Conference;
   - b) engages in activities that are unlawful, contrary to good customs, or that infringe the legitimate interests of third parties;
   - c) undertakes actions aimed at circumventing or evidencing an attempt to circumvent these Regulations or the Conference procedures;
   - d) undertakes actions detrimental to the legitimate interests of the Organizer or harmful to its reputation.

Section 4. Rights and Obligations of Participants

1. Upon arrival at the Conference venue, each Participant is required to confirm their attendance at the reception desk located outside room 0.307.
2. Participants shall comply with the safety rules, occupational health and safety regulations, and fire prevention rules applicable within the premises where the Conference is held, as well as with the sanitary regime in force at that time.
3. The Organizer shall not be liable for items left behind or lost during the Conference, nor for items left on garments or in backpacks/bags/suitcases, or in any other publicly accessible areas within the Conference venue or at Jagiellonian University.
4. In the event that a Participant disrupts public order or fails to comply with the prevailing sanitary regime on the day of the Conference, the Conference staff is authorized to:
   - a) request that the Participant adopt proper behavior;
   - b) demand that the Participant leave the Conference premises;
   - c) call the appropriate services if the Participant's behavior warrants such intervention, particularly if it poses a threat to the safety of other Participants or the Conference staff or to the Organizer's property.
5. The Organizer shall not be held liable for any incidents resulting from the failure of Participants to comply with these Regulations, or from Participants disregarding the Organizer's recommendations and the instructions of the Conference staff and security personnel.
6. To ensure safety at the Conference venue, the Organizer may employ video surveillance covering the entire area of the Conference, or its individual parts. The rules for the use of such video monitoring are governed by Regulation No. 34 of the Rector of Jagiellonian University dated 16 May 2019 regarding the "Regulations on Video

Surveillance at Jagiellonian University" (as amended), available in the Public Information Bulletin of Jagiellonian University.
7. Should a Participant notice any potential threat to life or health, they are obliged to immediately notify the Conference staff.

Section 5. Presentations

1. An individual registering for the Conference as a Guest or Active Participant may submit an application to the Organizer to deliver a Presentation. Applications shall be accepted until 22 April 2025, 23:59 local time for Warsaw.
2. An individual wishing to deliver a Presentation shall, no later than 25 April 2025, 23:59 local time for Warsaw, submit via email to team2025@uj.edu.pl a digitally formatted text file containing the author's abstract of the Presentation they intend to deliver at the Conference (hereinafter "the Abstract"). By no later than 30 April 2025, the Program Committee shall select the Speakers based on the submitted Abstracts and shall promptly notify those whose Abstracts have been approved by sending an email confirmation on or before 30 April 2025. Further arrangements regarding the details of the Speaker's Presentation shall be made by the Speaker in consultation with the Organizer.
3. In making the selection referred to in paragraph 2 above, the Program Committee shall exercise its discretion and consider the need to ensure a high academic standard and thematic diversity at the Conference. The decision of the Program Committee shall be final, without obligation to provide justification, and shall not be subject to appeal.
4. The actions described in paragraphs 1–3 above constitute the grant by the Participant of a non-exclusive, unlimited (in terms of time, territory, quantity, and quality) license to the Organizer to use the Abstract on the same fields of exploitation as set forth in Section 6 paragraphs 4–6 of these Regulations, including the right to grant sublicenses to third parties for the purposes of determining the qualification of a Speaker, the preparation, organization, conduct, and settlement of the Conference, and the preparation of the Conference Materials. The provisions of Section 6 paragraphs 1–3 and 7 shall apply mutatis mutandis to the Abstract.
5. The delivery of a Presentation, as well as the granting of the permissions, authorizations, and licenses referred to in Sections 5–7 for the use of the Abstract, the Presentation, and the Speaker's image, on all the fields of exploitation indicated therein, is provided free of charge and is for the statutory purposes of the Organizer, subject to any separate agreements concluded with the Speaker.
6. Granting the Organizer the permissions, licenses, and authorizations referred to in Section 5 is voluntary but necessary for the delivery of the Presentation.

Section 6. Copyright

1. The Speaker is solely responsible for the form and content of the Presentation. Whenever the term "Presentation" is used in this section, it shall mean the oral content delivered by the Speaker at the Conference (during the Symposium) as well as any optional accompanying slide show or multimedia presentation.

2. The Speaker undertakes to prepare and deliver an original Presentation and guarantees that the Presentation shall not infringe upon the rights or personal interests of any third party, nor contain views that incite hatred or discrimination on the basis of race, culture, ethnicity, religion, ideology, or gender. Furthermore, the propagation within the Presentation of ideologies or symbolism associated with totalitarian regimes, or any subject matter prohibited by applicable law or that may damage the reputation of the Organizer, is strictly forbidden.
3. Should any portion of the Presentation incorporate elements that are legally protected for which the Speaker does not hold rights, the Speaker guarantees that they are entitled to use those elements to the extent necessary for the Presentation and for granting the Organizer a license with the right to grant sublicenses, as referred to in this section, without the need for the Organizer to obtain any additional consents or authorizations.
4. The Speaker consents to the recording of the Presentation in the form of a Photo Report and grants the Organizer a non-exclusive, perpetual, and worldwide license (with the right to grant sublicenses on a scope similar to that set forth in this section) to use the Presentation – including its recording in the form of a Photo Report, in whole or in part, either independently or as part of a collective work, combined with works and elements selected at the Organizer's discretion (including, inter alia, with Presentations of other Speakers, images, and sound as part of the so-called Conference Materials), as well as its adaptations, revisions, and any materials, graphics, fragments, shots, or documentation generated both during and after the creation of the Photo Report – particularly for informational, documentary, educational, didactic, promotional, and advertising purposes of the Organizer and the Conference, including its use online (e.g., on https://team2025.wzks.uj.edu.pl/, https://econ.uj.edu.pl/, social media platforms, etc.).
5. The license referred to in paragraph 4 (hereinafter "the License") shall be granted to the Organizer from the moment of the Speaker's Presentation and shall cover exploitation of the Presentation in the following fields:
    - a) Recording and reproducing the Presentation – producing copies using any available technique, including printing, reprographic, magnetic recording, and digital methods (e.g., DVD, magneto-optical media);
    - b) Permanent or temporary reproduction of the Presentation, in whole or in part, by any means and in any form;
    - c) Distribution of the Presentation – public performance, exhibition, display, playing, broadcasting, re-broadcasting, and public accessibility such that each person can access it at a place and time of their own choosing, using any available technology, including on the Internet, Intranet, and other computer networks, as well as posting and modification on websites, on social networking platforms, or by any multimedia or telecommunication means, including modifications that facilitate navigation on websites;
    - d) Circulation of the original or copies of the Presentation – including sale, lending, or leasing of the original or copies thereof;
    - e) The creation and distribution of derivative works based on the Presentation, including further projects or materials based on the Presentation or its individual elements, such as developing alternative graphical, color, or visual/spatial versions of the Presentation and utilizing such derivative works on the same fields of exploitation as set forth in this section;
    - f) Rebroadcasting, distribution in print media, online, on large-format posters, and through any other forms of promotion or advertising;

- g) Modification of the Presentation, in whole or in part, and preparation of adaptations thereof, including the right to correct, alter, or otherwise modify the entire Presentation or its individual elements;
- h) The unrestricted use and exploitation of the Presentation and its individual elements for purposes such as advertising, promotion, marking of goods, products, or services (including their registration as trade or service marks, logos, or any components thereof), naming a business, or as a corporate name, and for advertising and promotion of the Organizer or the University's activities both domestically and abroad.

6. The License also includes the right for the Organizer and its designees to exercise related rights over the Presentation in all the fields of exploitation referred to in paragraphs 4–5, including particularly the right to make modifications to the Presentation and to create derivative works, and the right to authorize third parties to exercise derivative rights on terms similar to those under which the Organizer operates.
7. The Speaker undertakes not to assert his moral rights in relation to the Organizer and its authorized entities concerning the Presentation, particularly the right to the integrity of the content and form of the Presentation and its proper use, the right to decide on the first public disclosure, supervision over the use of the Presentation, and the right to be identified as the author of the Presentation, provided, however, that the Organizer shall, upon the Speaker's request and to the extent possible, respect the Speaker's wishes regarding proper attribution.
8. In the event that third parties raise claims against the Organizer and/or its designees regarding the use of the Presentation and/or the Abstract (collectively "Authorized Entities"), the Speaker shall:
    - a) indemnify and hold harmless the Organizer and/or the Authorized Entities from any claims arising in connection with the Presentation and/or the Abstract or their individual elements, to the extent that the Speaker was required to obtain rights from third parties relating to legally protected elements within the Presentation and/or Abstract, including proprietary and related copyright interests, and the right to exercise derivative rights; and
    - b) bear full responsibility for any damages incurred by the Organizer and/or the Authorized Entities as a result of claims as described above, including, but not limited to, damages related to claims for compensation for the unlawful use of the Presentation and/or Abstract or unlawful use of their individual components.

Section 7. Image Rights

1. The Organizer shall record the proceedings of the Conference using audiovisual equipment to produce a Photo Report for purposes including education, information, documentation, advertising, promotion of the Organizer and the Conference, and for archival purposes.
2. By indicating their willingness to participate in the Conference on the registration Form, the Participant grants an unlimited (in terms of time, territory, quantity, and quality) consent for the use of his/her image for the purposes set forth in paragraph 1 above without any right to remuneration. This includes, in particular, the recording of the Participant's image in the Photo Report and the subsequent processing, reproduction, and repeated dissemination of the image without the need for prior approval on each

occasion, in a manner analogous to the provisions contained in Section 6 paragraphs 4–6.

3. The Participant acknowledges that the Photo Report of the Conference shall be made available on the Internet on the following websites:
    - https://team2025.wzks.uj.edu.pl/
    - https://econ.uj.edu.pl/
    - (and selected social media platforms) for an unlimited audience, indefinitely.
4. In connection with the use of his/her image, the Participant waives any right to control or approve the use of the image, including any right to approve the final version of the Photo Report in which he/she appears or to dictate how his/her name is displayed.
5. The Conference may be photographed in the form of a Photo Report solely by the Organizer. It is forbidden for Participants to record video or take photographs during the Conference without the prior consent of the Organizer.
6. The Organizer reserves the right to authorize other entities to use the image in accordance with the terms specified in this consent.

Section 8. Processing of Personal Data

Pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data (General Data Protection Regulation, hereinafter "GDPR"), Jagiellonian University informs that:

1. The data controller for the Participant's personal data is Jagiellonian University, Gołębia 24, 31-007 Kraków, represented by the Rector of the University.
2. Jagiellonian University has appointed a Data Protection Officer, located at Czapskich 4, 31-110 Kraków. The DPO can be contacted via email at iod@uj.edu.pl or by telephone at +48 12 663 12 25, Monday to Friday from 8:00 to 15:00.
3. The Participant's personal data shall be processed for the following purposes:
    - a) To execute the contract for participation in the "Technology and AI in Effective Management (TEAM)" Conference, as well as to register for the Conference and to receive applications from Participants willing to deliver a Presentation, in accordance with Article 6(1)(b) of the GDPR, on the basis of the contract concluded by the acceptance of these Regulations. The Conference, to be held on 21–23 May 2025 by Jagiellonian University, Institute of Economics, Finance and Management at WZiKS UJ, will be conducted in person.
    - b) For the purpose of conducting the Photo Report for documentation, information, educational, didactic, promotional, and advertising purposes of the Organizer and the Conference, including processing of personal data in the form of images, on the basis of Article 6(1)(e) of the GDPR.
    - c) To ensure security at the Conference in accordance with the Jagiellonian University Regulation on video surveillance, available at https://bip.uj.edu.pl/, and the related information on the processing of image data in video surveillance available at https://iod.uj.edu.pl/monitoring-wizyjny, pursuant to Article 6(1)(e) of the GDPR, in relation to data from video monitoring.

4. Providing personal data by the Participant is necessary to conclude the contract of participation in the Conference, prepare the Abstract, and deliver the Presentation. The provision of image data is voluntary.
5. The Participant's personal data may be made available to entities entitled to receive it under generally applicable law.
6. Recipients of the Participant's personal data include service providers that ensure IT and organizational support for the Conference, including the entity supplying the software used for Conference registration.
7. The Participant's personal data will not be transferred to third countries (outside the European Economic Area) or international organizations.
8. The Participant's data shall be retained for the duration of the Conference organization and until final settlement and closure of the Conference, and as long as any claims arising from the contract (referred to in paragraph 3(a)) remain subject to limitation periods. With respect to the purpose mentioned in paragraph 3(b), retention shall continue until an objection to the processing is raised. Data from video surveillance may be processed for up to 3 months.
9. The personal data provided by the Participant in the registration Form shall not be made available to third parties.
10. A Participant's personal data in the form of an image may be recorded in photographs taken at the Conference for the purpose of creating a Photo Report, and processed on websites such as:
    - https://team2025.wzks.uj.edu.pl/
    - https://econ.uj.edu.pl/
    - (and other specified websites), in a manner allowing third-party access, for informational, documentary, educational, didactic, promotional, and archival purposes, including for reporting on the Conference – in accordance with Section 7 of these Regulations.
11. A Participant who expresses a willingness to deliver a Presentation shall have his/her personal data voluntarily included in the content of the Presentation processed on the Conference website for informational and documentary purposes.
12. The Participant has the right to obtain information on the processing of personal data and the rights provided by the GDPR, to access and correct their personal data, as well as the right to have personal data deleted from the controller's records (unless further processing is necessary to comply with a legal obligation or for the establishment, exercise, or defense of legal claims), and the right to restrict processing, data portability, and to object to processing – under the conditions and circumstances set forth in the GDPR.
13. The Participant's personal data shall not be subject to automated decision-making or profiling.
14. The Participant has the right to lodge a complaint with the President of the Office for Personal Data Protection if there is a belief that the processing of his/her personal data violates the provisions of the GDPR.

Section 9. Final Provisions

1. These Regulations are made available to the Conference Participants on the Conference website and shall enter into force on the day of their publication on the said website.

2. The Organizer reserves the right to cancel the Conference. In the event of cancellation, the Organizer will immediately notify on the Conference website. The Organizer shall not be obliged to provide any compensation or reimbursement of expenses incurred by the Participants (including Speakers and Guests) as a result of such cancellation.
3. Subject to mandatory legal provisions, in matters not regulated by these Regulations, the generally applicable provisions of Polish law shall apply as the governing law for the participation contract entered into by acceptance of these Regulations.
4. These Regulations have been prepared in two language versions – Polish and English. In the event of any interpretative discrepancies, the Polish version shall prevail.
5. Subject to mandatory legal provisions, all disputes arising hereunder shall be subject to the jurisdiction of the ordinary Polish courts of general jurisdiction.