Terms and Conditions of Participation

The terms and conditions for participation in Gap Inc.'s recognitiongapinc.com Web Site (the "Site"). are below. By using this Site, you agree to the following Terms of Use. (the "Terms of Use").

Terms of Use

Site Contents

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change, move or delete portions of, or may add to, our Site from time to time.

Inaccuracy Disclaimer

From time to time there may be information on recognitiongapinc.com that contains typographical errors, inaccuracies, or omissions. We reserve the right to correct any errors, inaccuracies or omissions and to change or update information at any time without prior notice.

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This Site is controlled and operated by Gap Inc. from its offices in San Francisco, California. This Agreement shall be construed in accordance with the laws of the State of California, without regard to any conflict of law provisions. Any dispute arising under this Agreement shall be resolved exclusively by the state and Federal courts of the State of California, County of San Francisco and/or the Northern District of California.

Termination

Gap Inc. may at any time and without notice deny you access to the Site, if in Gap Inc.'s sole discretion you fail to comply with any term or provision of these Terms of Use.

Gap Inc. Policies Apply

Statements made on this Site can impact Gap Inc., its employees and the workplace. Therefore, if you choose to make statements about Gap Inc., its employees, customers or business partners, you must remember that, as an employee of the Company, you are expected to comply with all Company policies, including our Code of Business Conduct, Electronic Communications Policy, Solicitation and Distribution Policy, Personal Online Communications Policy and Zero Means Zero Policy.

For example, consistent with our Zero Means Zero Policy, if you make statements online about the Company's employees, applicants, customers and/or business partners, you must not make comments that are discriminatory, harassing, abusive, threatening or defamatory.

Respect Confidentiality and Privacy

Consistent with our Code of Business Conduct, Electronic Communications Policy, and our Employee Privacy Policies your contributions to this Site should never include any disclosure of proprietary, confidential, trade secret or highly sensitive information belonging to Gap Inc., its employees or customers. Gap's Employee Privacy Policies apply to your use of and interaction with the Site. You can find the Employee Privacy Policies by region here: Employee Policies (gap.com).

Respect the privacy of others, and don't post any private or personal information belonging to your co-workers, customers or others. Any post or reply that includes others' postal or email addresses, telephone numbers or other contact information will be removed by the Site moderator. Furthermore, posting personal contact information of others may result in disciplinary action, up to and including termination.

Accurately Report All Time Worked

Gap Inc. does not permit or intend for non-exempt employees to use this Site for work purposes when they are off-duty. If you are a non-exempt employee who spends time performing work on this Site (such as posting or replying to work-related topics or sharing work-related information), you must do so while you are "on the clock." If you find that you have performed work while not clocked in, you must correct and accurately report all time spent working on this Site so that Gap Inc. can ensure that you are paid for all of your work time. Managers and supervisors are also responsible for ensuring that: (1) non-exempt employees are not required, pressured, encouraged, asked or permitted to perform work-related duties when they are not "on the clock," and (2) employees are paid for all time worked. Further, employees are expected to continue to adhere to the policies and practices set forth in our Employee Policy Guide as well as our Meal Period & Rest Break Policy.

Always keep these Terms of Use in mind as you use this Site; violation of these Terms of Use may result in corrective action up to and including termination of your employment with Gap Inc.

Site Monitoring

We encourage you to express yourself using this Site. To keep this community enjoyable and safe for all users, however, the content on this Site will be monitored. Gap Inc. strives for a balanced online dialogue. When we do monitor content, we will apply the following guiding principle:

If the content published by users is on-topic and does not violate the Terms of Use above, we will allow the content, regardless of whether the content is favorable or unfavorable to Gap Inc. However, if the content violates the Terms of Use or Content Guidelines, or if it is deemed by us in our sole discretion to be abusive, harassing, offensive, obscene, violent or otherwise inappropriate, we will remove the content.

If you notice content within the community that does not abide the Terms of Use, please report it to gapincsupport@biworldwide.com.