

Terms of Use

Last Updated: August 11, 2026

Introduction

Welcome to Rewriting the Code! These Terms of Use (the “Terms”) are a legal agreement between you and Rewriting the Code, Inc. (“we,” “us,” or “our”). The Terms govern your access to and use of:

- (a) the rewritingthecode.org website, including any subdomains, sandbox, demo, integration environment, blog, or application hosted under the rewritingthecode.org root domain (collectively referred to as the “Website”);
- (b) myRTC, our members only web-based platform (the “Platform”);
- (c) the Team RTC mobile application (the “App”); and
- (d) any mobile or desktop applications or related services that link to these terms.

Please read these Terms carefully. By accessing or using the Website, Platform, or related services (collectively, the “Services”), you agree to be bound by these Terms. If you do not agree to the Terms, please do not access or use our Services.

By using or accessing our Services, you represent and warrant that you are at least eighteen (18) years of age and have the authority to form a binding contract to use or access our Services. If you use or access the Services on behalf of a third party, you represent and warrant that you are expressly authorized to bind another party to these Terms. We are not liable for any damages that may result from your misrepresentation of your age or authority.

Changes to the Terms

We may modify these Terms from time to time. If we make material changes, we will provide notice by posting the updated Terms on the Website and updating the “Last Updated” date, and where required, by additional notice such as email or in-Platform notice. Changes take effect when posted unless otherwise stated. Your continued use or access of the Services after any changes become effective constitutes your acceptance of the updated Terms.

Privacy

Your privacy is important to us. Our Privacy Policy explains how we collect, use, and share information, including personal data. The Privacy Policy is incorporated by reference into these Terms. Please review it carefully at: <https://rewritingthecode.org/privacy-policy/>.

Acceptable Use of All Services

You agree to use and access our Services in a respectful, professional manner, and to comply with all applicable laws. You will not use or access our Services to:

- (a) harass, bully, threaten, demean, stalk, or otherwise abuse any person;
- (b) discriminate against or promote hatred toward any person or group based on protected characteristics;
- (c) post, upload, or share unlawful, infringing, defamatory, obscene, or deceptive content, or content that violates privacy or publicity rights;
- (d) impersonate any person or entity, misrepresent your affiliation, or misstate your qualifications;
- (e) collect, solicit, or disclose personal data of others without consent or in violation of law;
- (f) send spam, unsolicited promotions, or commercial messages not expressly permitted by us;
- (g) introduce malware, attempt to probe, scan, or test vulnerabilities, or interfere with the security or integrity of the Services;
- (h) interfere with or disrupt the operation of the Services, including by overloading, flooding, or crashing systems;
- (i) use or access the Services for illegal purposes or in violation of these Terms or our other policies;
- (j) access, search, or collect data from the Services by any means other than our publicly supported interfaces, including scraping, crawling, spidering, or using any other automated means to collect information from our Services;
- (k) use bots, scripts, or automated tools to create accounts, post content, or send messages, or otherwise interact with the Services;
- (l) reverse engineer, decompile, disassemble, or attempt to derive the source code or underlying components of the Services, except to the extent such restrictions are prohibited by applicable law;
- (m) frame, mirror, replicate, reproduce, copy, modify, distribute, transmit, display, creative derivative works from, transfer, or sell any of the content from our Services.

If you attend an RTC event in person, you agree to follow RTC's code of conduct for that event. You acknowledge that in-person events carry inherent risks, and, to the extent permitted by applicable law, you assume those risks and release RTC from liability for injury or loss arising from your attendance, except where caused by RTC's gross negligence or willful misconduct. By attending an RTC event, you consent to RTC photographing or recording you and using that photo or video for RTC's marketing, fundraising, and promotional purposes, unless you notify us in advance that you do not consent.

Additional Policies related to the Platform

In addition to complying with the other Terms set forth herein, the following Terms apply to the use or access of the Platform:

Member Status

While our Services include publicly available pages, informational resources, and interactive features, some features and other content are available only to registered users. To use such features, you must register for an account with the Platform. You must provide accurate, current, and complete information, including your name, email, and any other requested details. You agree to update your information to keep it accurate and complete. We may verify membership status and change Platform access requirements at any time.

Credentials

You are responsible for safeguarding your login credentials and for all activities under your account. Do not share your password or allow others to use your account. Notify us immediately at: support@rewritingthecode.org¹ if you suspect unauthorized use or a security breach. We may require multi-factor authentication, identity verification, or other measures to protect accounts. We may refuse or reclaim usernames that impersonate others, infringe rights, or are otherwise inappropriate.

Access to the Platform

We may, with or without notice, limit, suspend, or terminate your access to the Platform, any feature, or your account if we believe you have violated these Terms, our policies, or applicable law, or to protect users, partners, or the Platform. We may implement technical controls that restrict or revoke access, including blocking IP addresses, disabling credentials, and removing or restricting content.

You may deactivate or delete your account at any time by contacting us at: support@rewritingthecode.org. Upon termination or deactivation, your right to access the Platform ends. Some content or activity (such as messages posted in forums) may remain visible or retained as permitted by law, for operational purposes, for dispute resolution, or to comply with our legal obligations. We have no obligation to maintain or provide you with a copy of your content, except as required by law or as set forth in our data retention practices described in our Privacy Policy.

Member-Generated Content

The Platform allows you to create a profile and submit user-generated content, including resumes, bios, posts, comments, messages, attachments, and other materials (collectively referred to as “User Content”). You retain ownership of your User Content, but you grant us a worldwide, non-exclusive, royalty-free, sublicensable and transferable license to host, store, reproduce, modify for formatting, publicly display, publicly perform, distribute, and otherwise use your User Content for operating, improving, and promoting the Platform and our nonprofit mission, and as otherwise described in these Terms. This license continues for as long as your User

¹ Note to RTC: Please confirm whether this is the email you would like to use for contact purposes throughout this document. Consider using a general email such as data or dataprivacyteam@RTC for continuity purposes.

Content is available on the Platform and where copies are retained for backup, archival, or legal purposes, for the time reasonably necessary for those purposes.

You are solely responsible for your User Content and ensuring you have all rights necessary to grant the above license. Do not post confidential information, personal data of others without consent, or content you are not authorized to share. You are responsible for what you choose to include in your profile and any consequence of sharing that information. We are not obligated to compensate you for use of your User Content or for any ideas, suggestions, or materials you provide.

User Content must be accurate, lawful, appropriate for a professional member community, and comply with the acceptable use standards set forth in these Terms. We may, but have no obligation to, monitor, screen, edit, or remove User Content at our discretion. We may remove or restrict content that violates these Terms or applicable law. You may report content to: support@rewritingthecode.org. We may suspend or terminate accounts for repeat or serious violations.

Profile Visibility and Sharing

Your profile may have visibility options, including visibility to other members, to specific groups, to us and our staff, or to our third-party partners. Some elements may be required to be visible for community integrity or safety. If you choose to enable features that allow your profile, resume, or other User Content to be visible to our third-party partners, career services, or hiring portals, you authorize us to make such information available consistent with your settings. We will disclose within the Platform where such sharing may occur.

You control what you share in your profile and submissions. Do not post information you would not want others to see. We are not responsible for the actions of other users or partners who access information you choose to make available consistent with your settings.

Third-Party Partners

References to or interactions with our third-party partners on the Platform, including hiring entities, do not constitute our endorsement or recommendation of such partners. We do not guarantee any job placement, interview, hiring decision, compensation, or other outcome resulting from your use of the Platform or interactions with third-party partners. Your interactions with third parties, including applications, interviews, or transactions, are solely between you and the third party and may be governed by that party's terms and privacy policies. To the fullest extent permitted by law, we are not responsible or liable for any acts, omissions, content policies, representations, or decisions of third parties, including employers or recruiters, or for any loss or damage arising from your interactions with third parties.

Communications and Notifications

By creating an account on the Platform, you consent to receive transactional and administrative communications related to the Platform. You may manage certain communication preferences in your account settings. For more information on marketing communications, see our Privacy Policy.

Additional Policies related to the App

In addition to complying with the other Terms set forth herein, the following Terms apply to the use or access of the App:

These Terms along with the myRTC App End User License Agreement (“EULA”) govern your usage of our App. You must review and agree to be bound by the EULA. If you are unwilling to be bound by the EULA, please do not download or use the App. Your downloading and use of the App constitutes your agreement to the EULA, and your willingness to be bound by the EULA.

We reserve the right to make any changes to the App or to charge a fee for the App or individual features within the App at any time or for any reason.

Some features of the App require a Wi-Fi or cellular data connection. You are solely responsible for any and all charges, including data overage fees and data roaming costs, incurred from your mobile service provider as a result of your use of the App.

Intellectual Property

The Website, Platform, and any other of our Services and its content, design, software, and all other intellectual property rights are owned by Rewriting the Code Inc. or our licensors. All such intellectual property is protected by copyright, trademark, and other laws. Except for any rights expressly granted to you in these Terms, no rights are granted to you. Subject to these Terms, we grant you a limited, revocable, non-exclusive, non-transferable license to use and access our Services for your personal, non-commercial use related to our mission. Any other use requires our prior written consent. If you provide us with suggestions, ideas, or other feedback with respect to the Services, you grant us a worldwide, perpetual, irrevocable, royalty-free right to use and exploit the feedback without restriction or compensation.

We respect the intellectual property of others and expect you to do the same. At our discretion, we may terminate your use or access to our Services if you infringe upon the intellectual property rights of others.

PURSUANT TO 17 UNITED STATES CODE 512(C)(2) (DIGITAL MILLENNIUM COPYRIGHT ACT OF 1998), OUR DESIGNATED AGENT FOR NOTICE OF ALLEGED COPYRIGHT INFRINGEMENT APPEARING ON OUR SERVICES IS: support@rewritingthecode.org.

If you believe content you posted was removed in error, you may submit a counter-notification identifying the material removed, a statement under penalty of perjury that you have a good faith belief the material was removed by mistake or misidentification, and a statement consenting to the jurisdiction of the federal court in your district (or, if outside the U.S., any judicial district in which RTC is located). RTC will terminate, in appropriate circumstances, the accounts of members who are repeat infringers of others' intellectual property rights.

To file a notice of infringement with us, you need to fulfill the requirements specified in Title II of the Digital Millennium Copyright Act of 1998. The text of this statute can be found at the U.S. Copyright Office website, <http://lcweb.loc.gov/copyright>.

Third-Party Links and Services

Our Services may contain links to third-party websites or services. We do not control and are not responsible for the third-party content, policies, or practices. YOU UNDERSTAND AND AGREE THAT ANY USE OR ACCESS OF THIRD-PARTY CONTENT OR SERVICES IS AT YOUR SOLE RISK.

Disclaimer

OUR SERVICES ARE PROVIDED “AS IS” AND “AS AVAILABLE.” YOU UNDERSTAND AND AGREE THAT USE OR ACCESS OF OUR SERVICES IS AT YOUR SOLE RISK.

EXCEPT AS SPECIFICALLY SET FORTH IN THESE TERMS, PRIVACY POLICY, EULA, OR ANY OTHER TERMS OR GUIDELINES REFERENCED HEREIN, WE MAKE NO REPRESENTATIONS OR WARRANTIES, EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, REGARDING ANY MATTER, INCLUDING ANY IMPLIED WARRANTIES OR CONDITIONS OF QUALITY, WORKMANSHIP, SAFETY, LEGAL COMPLIANCE, OR FITNESS FOR A PARTICULAR PURPOSE. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, YOU ACKNOWLEDGE THAT YOUR USE OR ACCESS OF OUR SERVICES IS BASED UPON YOUR OWN ASSESSMENT OF THE SERVICES PROVIDED AND IN NO WAY GUARANTEES YOUR PROCUREMENT OF A SCHOLARSHIP OR ACCEPTANCE INTO A COLLEGE, UNIVERSITY, OR JOB PLACEMENT.

FURTHERMORE, WE MAKE NO WARRANTY AS TO THE CONTINUED EXISTENCE, AVAILABILITY, OR VIABILITY OF OUR SERVICES. WE DISCLAIM ALL LIABILITY THAT MAY ARISE FROM YOUR USE OR NONUSE OF OUR SERVICES. ADDITIONALLY, WE DISCLAIM ALL LIABILITY ARISING FROM YOUR INABILITY TO USE OR ACCESS OUR SERVICES.

THE FOREGOING DOES NOT AFFECT ANY WARRANTIES THAT CANNOT BE EXCLUDED OR LIMITED UNDER APPLICABLE LAW.

Limitation of Liability

TO THE FULLEST EXTENT PROVIDED BY LAW, IN NO EVENT WILL WE, OUR AFFILIATES, LICENSORS, SERVICE PROVIDERS, EMPLOYEES, AGENTS, OFFICERS, OR DIRECTORS BE LIABLE FOR DAMAGES OF ANY KIND, UNDER ANY LEGAL THEORY, ARISING OUT OF OR IN CONNECTION WITH YOUR USE OR ACCESS OR INABILITY TO USE OR ACCESS OUR SERVICES, INCLUDING ANY DIRECT, INDIRECT, SPECIAL, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES, INCLUDING BUT NOT LIMITED TO PERSONAL INJURY, PAIN AND SUFFERING, EMOTIONAL DISTRESS, LOSS OF REVENUE, LOSS OF PROFITS, LOSS OF BUSINESS, LOSS OF USE, LOSS OF GOODWILL, LOSS OF DATA, AND WHETHER CAUSED BY TORT (INCLUDING NEGLIGENCE), BREACH OF CONTRACT, OR OTHERWISE, EVEN IF FORESEEABLE.

THE FOREGOING DOES NOT AFFECT ANY LIABILITY THAT CANNOT BE EXCLUDED OR LIMITED UNDER APPLICABLE LAW.

Indemnification

You agree to indemnify, defend, and hold harmless Rewriting the Code and our directors, officers, employees, volunteers, and agents from and against any claims, liabilities, damages, losses, and expenses (including reasonable attorneys' fees) arising out of or related to your use or access of the Services, your violation of these Terms, or your violation of the rights of another through use and access of our Services.

Termination; Survival

We may, with or without notice, limit, suspend, or terminate your use or access of our Services, any feature, or your account if we believe you have violated these Terms, our policies, or applicable law, or to protect other users, partners, or our Services. These Terms remain in effect while you use or access any of our Services. Sections that by nature should survive termination will survive, including those concerning intellectual property, limitations of liability, indemnification, dispute resolution, and other general terms.

Miscellaneous

Governing Law

These Terms and any disputes arising out of or relating to these Terms or the use and access of the Services will be governed by the laws of North Carolina, without regard to its conflicts of laws principles.

Venue and Jurisdiction

You agree that the exclusive jurisdiction and venue for any action and not subject to arbitration (as set forth below) will be the state or federal courts located in Durham County, North Carolina, USA, and you consent to the personal jurisdiction of those courts.

Arbitration; Class Action Waiver

At our or your election, any dispute, claim, or controversy arising out of or relating to these Terms or the Services will be resolved by binding arbitration administered by the American Arbitration Association (“AAA”) under its rules then in effect. The arbitrator has exclusive authority to resolve any dispute relating to the interpretation, applicability, or enforceability of this binding arbitration agreement. YOU AND WE AGREE THAT EACH MAY BRING CLAIMS AGAINST THE OTHER ONLY IN AN INDIVIDUAL CAPACITY AND NOT AS A PLAINTIFF OR CLASS MEMBER IN ANY PURPORTED CLASS OR REPRESENTATIVE PROCEEDING. Further, unless both you and we agree otherwise in a signed writing, the arbitrator may not consolidate more than one person’s claims and may not otherwise preside over any form of a representative or class proceeding.

Before either party files an arbitration demand, that party must first send the other a written notice describing the dispute and the relief sought. The parties will then have thirty (30) days to attempt to resolve the dispute informally. If the dispute is not resolved within that period, either party may proceed to arbitration as described below.

Entire Agreement

These Terms, together with the Privacy Policy and any policies or guidelines referenced herein, constitute the entire and exclusive agreement between you and us with respect to your use and access of the Services, superseding any prior agreements or negotiations between us with respect to the Services.

You may not assign or transfer these Terms, by operation of law or otherwise, without RTC's prior written consent. RTC may assign these Terms, in whole or in part, without restriction, including in connection with a merger, acquisition, reorganization, or sale of assets.

Order of Precedence

If there is any conflict between these Terms and any community guidelines or feature-specific terms, these Terms control unless the conflicting terms expressly state otherwise.

Force Majeure

RTC will not be liable for any failure or delay in performance resulting from causes beyond its reasonable control, including acts of God, natural disaster, war, terrorism, labor disputes, internet or utility failures, or governmental action.

Waiver; Severability

Our failure to enforce any provision of these Terms is not a waiver of such right or provision. If any provision of these Terms is found by a court of competent jurisdiction to be invalid, you nevertheless agree that the court should endeavor to give effect to our intentions as reflected in the provision, and that the other provisions of these Terms shall remain in full force and effect.

Headings

The headings and section titles in these Terms are for convenience only and do not affect interpretation or have any legal or contractual effect.

Contact Us

If you have any questions or suggestions about these Terms, please contact us at: support@rewritingthecode.org.