

Journey to Salesforce

Program Terms

Welcome to Journey to Salesforce. We're glad you're here, and we hope you enjoy everything we have to offer.

These Journey to Salesforce Program Terms ("Program Terms") apply to your participation in the Journey to Salesforce Program ("Program"). These Program Terms are incorporated by reference into the [Salesforce.com Program Agreement](#) ("Program Agreement") and form part of the Agreement between you and Salesforce. Salesforce may also update these Program Terms from time to time, as described in the Program Agreement. Capitalized terms used but not defined in these Program Terms have the meanings given in the Program Agreement. You may not, and you must not, participate in the Program unless you accept the Agreement.

1. Program Eligibility

Without limiting any of the eligibility criteria set forth in the Program Agreement, the Program is open to individuals who (a) are legal residents of the United States, Canada and India and (b) have not used Salesforce products or services in a professional capacity. Individuals who have prior or current work experience using Salesforce products or services, or are current or former employees of Salesforce, are ineligible to participate in the Program.

2. Program Benefits

You must be a member of the Program in order to receive its benefits. Membership in the Program is subject to approval by Salesforce at its discretion. Program benefits are subject to change from time to time and without prior notice. Subject to the terms of the Program Agreement and these Program Terms, Salesforce hereby grants to you a non-exclusive, non-transferable, limited and personal right (without the right to authorize any third party) to access and use the Program benefits that Salesforce makes available to you as a Program participant, solely in accordance with any applicable handbook or other terms and conditions made available by Salesforce from time to time (the "Documentation"). You hereby agree to comply with any such Documentation. In the event of any irreconcilable conflict between any such Documentation and these Program Terms, such Documentation will control to the extent of such conflict, solely with respect to the applicable Program. You understand and agree that use of any Program benefits is at your own risk.

3. Rules of Conduct; Remedial Actions

Without limiting the AUP or the Rules of Conduct contained in the Program Agreement, you must comply with any participation guidelines that are made available to you in connection with the Program (“Participation Guidelines”). In connection with your participation in the Program and attendance at any Program activity, you agree to:

- Maintain a friendly, safe, supportive, and harassment-free environment, regardless of gender, age, sexual orientation, gender identity, gender express, disability, physical appearance, body size, race, ethnicity, religion or other group identity;
- Behave in a manner that is honorable and respectful of (and not disruptive to) other Program participants and Salesforce, including, but not limited to, giving all other Program participants an equal opportunity to ask questions and gain from the experience;
- Not engage (physically or digitally) in illegal, unethical, disruptive, threatening, violent or discriminatory behavior, or harassment of any kind; and,
- Not engage in any behavior that may violate the trust of Salesforce or the other Program participants, including but not limited to through the reproduction or use of proprietary materials belonging to Salesforce or other Program participants on social media, an online forum or otherwise.

Salesforce may terminate or suspend your participation in the Program or prohibit your attendance at any Program activity at any time if Salesforce deems, in its sole discretion that you have failed to comply with this Section 3 or the AUP or Rules of Conduct, or for any or no reason, without notice or liability of any kind.

4. Mentorship Opportunities

Salesforce may make available certain mentorship or other similar networking opportunities to Program participants. These mentorship opportunities are subject to the Program Terms for Networking Portals entered into in connection with the Program Agreement, as made available and updated by Salesforce from time to time.

5. Relationship to Salesforce

You acknowledge that participation in the Program does not guarantee you employment with any Program partners or other companies, including Salesforce.

6. Survival

Sections 3 - 5 of these Program Terms shall survive termination of the Program Agreement or these Program Terms.

Last updated: September 28, 2023