

Terms and Conditions

September 2026 Standout Stepper Promotion ("Promotion")

These Terms and Conditions apply to the September 2026 Standout Stepper Promotion conducted by Cerebral Palsy Alliance ABN 45 000 062 288 of 187 Allambie Road, Allambie Heights, NSW 2100 ("Promoter", "CPA", "we", "our" or "us").

By participating in the Promotion, including by submitting a recognition via the September 2026 Standout Stepper Recognition Form or accepting a nomination, entrants and nominators agree to be bound by these Terms and Conditions.

This Promotion is a game of skill. Chance plays no part in determining the winner.

1. Eligibility to enter

1.1 Entry is open to individuals who:

- (a) are aged 18 years or over;
- (b) are Australian residents ;
- (c) are employed by, contracted to, or otherwise working with an eligible participating organisation registered for the September 2026 campaign (hereafter, referred to as the "campaign");
- (d) are participating in September through that organisation; and
- (e) satisfy all entry requirements and comply with these Terms and Conditions.

1.2 The Promotion is open only to eligible workplace participants of eligible participating organisations (excluding employees of the Promoter).

1.3 Self-nominations are not permitted.

1.4 The Promoter may determine, in its absolute discretion, whether a person or organisation is eligible to participate in the Promotion.

2. Entry

How to enter

2.1 The Promotion runs from 9:00am AEST/AEDT on 16 July 2026 to 11:59pm AEST/AEDT on 9 October 2026 (“Promotion Period”).

2.2 To enter, an eligible nominator must, during the Promotion Period:

- (a) visit the [Steptember 2026 Standout Stepper Recognition Form](#);
- (b) complete all mandatory fields in the recognition form, including:
 - i. nominee name;
 - ii. nominee organisation ;
 - iii. nominator name; and
 - iv. a short explanation (of 100 words or less) of why the nominee stood out during the 2026 Steptember campaign; and
- (c) submit the completed form.

2.3 A nominator may optionally upload a supporting photo, provided they have obtained all necessary permissions and consents from any identifiable person in the photo.

2.4 Self-nominations are not permitted.

2.5 Nominations do not guarantee that a nominee will be shortlisted, endorsed as a finalist, or selected as the winner.

Entry limits

2.6 Nominators may submit multiple nominations (“submissions”), but only one nomination per nominee.

2.7 Each nominee can only be selected as a finalist once.

2.8 The Promoter may, in its discretion, remove or disregard duplicate, incomplete, invalid, misleading or inappropriate submissions, including any recognitions that are substantially similar.

Entry requirements

2.9 Each nomination must:

- (a) be original and truthful;
- (b) relate to the nominee's participation in Steptember 2026 through their workplace;
- (c) explain how the nominee went above and beyond in supporting, championing and contributing to the campaign;
- (d) be suitable for publication;
- (e) not contain unlawful, defamatory, offensive, discriminatory, obscene, misleading or inappropriate content;
- (f) not infringe the rights of any third party, including intellectual property, privacy or publicity rights; and
- (g) comply with these Terms and Conditions.

2.10 The Promoter may reject or remove any nomination that does not comply with these Terms and Conditions or may harm the reputation of the Promoter or the Steptember campaign (including those involved in the campaign).

Entrant and nominator warranties

2.11 By submitting a recognition ("nomination"), the nominator warrants that:

- (a) the information provided is true and accurate ;
- (b) they have all rights and permissions to submit the recognition and any photo;
- (c) the nomination is their original work and does not infringe any third-party rights;
- (d) they have the nominee's consent, or reasonably believe the nominee would consent, to being nominated; and
- (e) they agree to comply with these Terms and Conditions.

2.12 By accepting finalist status or the prize, each nominee warrants that they are eligible to participate and that they have complied with these Terms and Conditions.

3. Judging

Judging process

3.1 The Promotion will be conducted through the following process:

- (a) Stage 1 – Open Recognition: eligible nominators submit nominations for eligible nominees via the September 2026 Standout Stepper Recognition Form.
- (b) Stage 2 – CPA Shortlisting: the Promoter will review nominations received and may group or combine similar submissions. Shortlisted nominees will be identified based on factors such as number of nominations received, the quality and content of those nominations, and relevant campaign engagement data. The Promoter retains full discretion in determining the shortlist and selecting finalists.
- (c) Stage 3 – Organisation Endorsement: the Promoter will email shortlisted candidates to the relevant participating organisation for endorsement. If the organisation does not object to a nominee within a specified timeframe, the nominees will be deemed to have been endorsed by the organisation.
- (d) Stage 4 – Final Judging: A judging panel appointed by the Promoter will assess endorsed finalists against the judging criteria and select the winner. The panel will include two members who are independent of the Promoter .

3.2 Participating organisations may be invited to endorse up to the following number of finalists:

- (a) organisations with under 100 September participants: 1 finalist;
- (b) organisations with 100 –249 September participants: up to 2 finalists;
and
- (c) organisations with 250 or more September participants: up to 3 finalists.

3.3 The Promoter may remove a finalist if eligibility, fairness, conflict, reputational or compliance concerns arise.

Judging criteria

3.4 Finalists will be assessed against the following weighted criteria:

(a) campaign engagement – 40%;

- Campaign engagement looks at the level and consistency of participant involvement throughout the Steptember campaign, recognising participants who demonstrate sustained, proactive engagement that contributes to the visibility of Steptember. Examples include:
 - use and interaction with campaign tools (e.g. profile page updates, sharing progress and fundraising appeals via social media, email or workplace channels);
 - efforts to encourage support from networks; and
 - participation in campaign challenges, events, team activities or milestones

(b) encouraging others – 20%;

- This criterion evaluates a participant's ability to motivate, inspire and mobilise support from others to get involved with the campaign. Examples include:
 - actively encouraging colleagues to join or remain engaged;
 - promoting the campaign via internal communications or on social media;
 - supporting teammates (e.g. reminders, check-ins, organising group walks); and
 - other examples of collaboration and team participation

(c) workplace impact – 20%; and

- Workplace impact looks at contribution to the organisation's overall participation and culture, recognising individuals who create lasting impact within their workplace beyond individual or team encouragement. Examples include:
 - helping build a team or workplace culture around participation and overall increasing employee participation;
 - positive awareness or outcomes generated in the workplace;
 - initiating or organising workplace events or activities;
 - collaborating with others to drive engagement; and
 - being recognised internally as a champion of the campaign

(d) creativity and initiative – 20%.

- Focused on originality and proactive effort in supporting the campaign. Examples include:
 - developing creative fundraising ideas (e.g. themed events and challenges);
 - identify new and effective ways to boost support; and
 - introducing personalised fundraising efforts in a unique or impactful way

3.5 The Promoter and judging panel may consider nomination submissions, campaign data feedback from the organisation, overall impact on the workplace and other relevant supporting materials. Judging will be conducted solely on the basis of the published skill-based criteria and the merits of each nomination. Any donation made to a nominee is entirely voluntary and is not a condition of entry. The existence, absence, or amount of a donation will have no influence on a nominee's chances of winning, or the selection of any winner.

Judging date and location

3.6 Final judging will take place the first week of November 2026 (2-8 November).

3.7 The winner will be the eligible finalist whose entry receives the highest score from the judging panel against the judging criteria.

3.8 The judges' decision is final and binding, and no further correspondence will be entered into.

3.9 This is a game of skill. Chance plays no part in the selection of any finalist or winner.

4. Prize and prize conditions

4.1 The prize is one Toyota Corolla Accent Sport Hybrid Electric in Glacier White with a 1.8L 4-cylinder VVT-i engine with Toyota Hybrid system, including on-road costs, valued at up to AUD \$40,000 including GST ("Prize").

The Prize includes:

- 12 months registration;
- compulsory third-party insurance (CTP);
- 5-year unlimited kilometres warranty

4.2 The vehicle will be available for collection in the winner's state.

4.3 The Prize is subject to availability. If the Prize, or any part of the Prize, is unavailable for any reason beyond the Promoter's reasonable control, it may be substituted, with a prize of equal or greater value, subject to applicable laws.

4.4 The Prize excludes (unless stated above):

- comprehensive insurance, optional extras or accessories;
- fuel, servicing, maintenance or repairs;
- ongoing registration renewals;
- ongoing compulsory third-party insurance;
- transfer costs after delivery; and
- any other ancillary or ongoing costs associated with the Prize.

4.5 The winner must hold a valid Australian driver licence (or nominate an eligible licensed person to register the vehicle), and is responsible for ensuring they can lawfully accept, register, insure and use the Prize.

4.6 The Prize is not transferable, exchangeable or redeemable for cash.

4.7 Winners are responsible for ensuring that acceptance of any prize complies with their employer's and/or participating organisation's applicable gifting, conflicts of interest and ethics policies.

4.8 To the extent permitted by law, the Promoter and prize supplier provide no additional warranties in relation to the Prize beyond those required under Australian Consumer Law.

4.9 The Prize may be subject to additional terms and conditions imposed by Toyota, the dealership, registration authority, insurer, delivery provider, and the winner must comply with all reasonable requirements of the Promoter and prize supplier in connection with delivery, registration and handover of the Prize.

5. Winner notification

5.1 The winner will be notified by phone and/or email.

5.2 CPA may also notify the winner's participating organisation.

5.3 The winner must respond within 10 business days of notification and provide all information reasonably required to verify eligibility and arrange prize fulfilment.

5.4 The Promoter may publish winner details (name, organization and location) for promotional purposes.

5.5 If the winner cannot be contacted, fails to respond within the required time, declines the Prize, or is otherwise unable to accept the Prize for any reason, the Promoter may disqualify the winner and select the runner-up as the new winner.

6. Verification

6.1 CPA may request information or documentation from any nominee, finalist, winner, nominator or participating organisation to verify eligibility and compliance with these Terms and Conditions. This may include proof of identity, residency and employment at the relevant organisation.

6.2 Failure to provide requested information within a reasonable timeframe, or providing false or misleading information, may result in disqualification.

6.3 CPA may withhold the Prize until all verification is completed.

7. Collection and claiming of prize

7.1 The Prize must be claimed within 30 days of winner notification.

7.2 CPA and the prize supplier will provide reasonable instructions regarding Prize collection, delivery, registration and handover. The winner may be required to collect the Prize from a dealership or CPA office.

7.3 The winner must, within a reasonable timeframe, sign all documents reasonably required by the Promoter, Toyota, the dealership, or any applicable registration authority for the purposes of transferring, registering, delivering, and accepting the Prize (if so required).

7.4 If the winner does not claim the Prize, complete any required steps, or cooperate within the timeframes, the Promoter may forfeit the prize and select the runner-up.

7.5 The Promoter is not responsible for delays due to vehicle availability, registration, delivery or supply issues, winner-related delays, incomplete documentation, or circumstances beyond the Promoter's reasonable control.

8. Rejudging

8.1 If the winner is ineligible, uncontactable, non-responsive, fails verification, declines, or does not claim the Prize, the Promoter may select the runner-up as the new winner. The new winner will be notified per clause 5, this process may be repeated until the Prize is awarded.

9. Privacy and intellectual property

9.1 The Promoter collects personal information from nominators, nominees, finalists, winners and participating organisations for the purpose of administering the Promotion, verifying eligibility, judging entries, awarding the Prize, conducting publicity, and promoting Steptember and related Promoter campaigns.

9.2 Personal information may include names, contact details, organisation details, employment or participation information, recognition submissions, photographs, images, videos, campaign participation data and other information submitted or collected in connection with the Promotion.

9.3 The Promoter may disclose personal information to participating organisations, Toyota, dealerships, prize suppliers, agencies, contractors, service providers, regulatory authorities and other parties reasonably required for the conduct of the Promotion.

9.4 Personal information will be handled in accordance with the Promoter's Privacy Policy, available at <https://cerebralpalsy.org.au/privacy/>

9.5 By entering or accepting finalist status or the Prize itself, participants consent to the Promoter using their name, organisation, state or territory and relevant content (including images, recordings and submissions) for promotional, marketing, publicity and reporting for fundraising purposes in connection with the campaign and, without payment or compensation.

9.6 Nominators retain ownership of their submissions but grant the Promoter a non-exclusive, perpetual, royalty-free, worldwide, irrevocable, transferable and sublicensable licence to use, reproduce, edit, adapt and publish the submission and any supporting content for the purposes of administering, promoting and reporting on the Promotion and related campaigns.

9.7 Each nominator warrants that they have obtained all necessary consents from individuals, identified in their submission or supporting materials.

9.8 The Promoter may edit, moderate or decline to publish submissions at its discretion.

10. Discontinuance and disqualification

10.1 The Promoter may, subject to applicable laws, cancel, suspend, modify or discontinue the Promotion if it is compromised, cannot proceed as planned, the Prize is unavailable, or legal, regulatory, reputational, operational, safety or other fairness concerns arise.

10.2 The Promoter and the judges may disqualify any person who breaches these Terms, tampers with processes, provides false or inappropriate information, engages in unlawful or damaging conduct, infringes rights, gains an unfair advantage, fails verification, or otherwise acts contrary to the Promotion's intent.

10.3 These rights are in addition to any other rights the Promoter may have under law.

11. Entry rights

11.1 All entries, recognitions and supporting materials submitted in connection with the Promotion may be retained by the Promoter as part of its records relating to the Promotion.

11.2 The Promoter may use recognition submissions and supporting materials to administer the Promotion, assess eligibility, shortlist candidates, conduct judging, verify entries, promote the Promotion, and communicate the impact of September.

11.3 No fee is payable to any nominator, nominee, finalist or winner for use of an entry, recognition, name, image, statement, photograph or other submitted content in accordance with these Terms and Conditions.

11.4 The Promoter is not required to return, acknowledge, publish or respond to any recognition submission.

12. Exclusion of liability

12.1 Nothing in these Terms and Conditions excludes rights under Australian Consumer Law.

12.2 To the maximum extent permitted by law, the Promoter and related parties are not liable for any loss or damage arising in connection with the Promotion or Prize, including but not limited to: entry issues, technical failures, unauthorised interference, costs associated with the Prize, its use or ownership, any variation or cancellation of the Promotion, publication of submissions, or third party acts.

12.3 The winner accepts the Prize at their own risk.

12.4 The winner is responsible for obtaining independent advice about any tax or other consequences of accepting the Prize.

13. General

13.1 The Promotion is free to enter and not open to the general public, as participation in September through an eligible participating organisation is required.

13.2 All times and dates are based on Sydney, New South Wales time.

13.3 The Promoter may communicate with nominators, nominees, finalists, winners and participating organisations by email, phone, website notice or other reasonable means.

13.4 If any provision of these Terms and Conditions is invalid, unlawful or unenforceable, that provision will be severed and the remaining provisions will continue in force.

13.5 The Promoter's failure to enforce any right under these Terms and Conditions does not constitute a waiver of that right.

13.6 If there is any inconsistency between these Terms and Conditions and any promotional material, these Terms and Conditions prevail to the extent of the inconsistency.

13.7 The Promoter may make reasonable decisions consistent with the Promotion and applicable laws.

14. Technical issues

14.1 The Promoter is not responsible for any technical malfunction, delay, outage, data loss, website failure, communication failure, network congestion, virus, bug, unauthorised access, or other technical issue that affects participation in the Promotion.

14.2 If a technical issue affects the integrity or proper conduct of the Promotion, the Promoter may take any action it considers reasonably necessary to address the issue, including invalidating affected entries, reopening submissions, extending deadlines and suspending or modifying the Promotion.

14.3 Entrants and nominators are responsible for ensuring entries are submitted before closing time.

15. Social media disclaimer

15.1 The Promotion may be promoted through one or more social media platforms, but is not sponsored, endorsed, administered by, or associated with any social media platform unless expressly stated otherwise.

15.2 By participating in the Promotion, entrants and nominators acknowledge that they are providing their information to the Promoter and not to any social media platform. To the maximum extent permitted by law, entrants and nominators release each relevant social media platform from any liability arising in connection with the Promotion.

15.3, Entrants and nominators must comply with any applicable terms of use, policies and guidelines of the relevant social media platform.

15.2 All Promotion enquiries or complaints must be directed to the Promoter.

16. Changes to the promotion

16.1 The Promoter may amend these Terms and Conditions or make changes to the Promotion where reasonably necessary, including for operational, legal, safety or technical reasons. Any material changes will be published on the Steptember website or otherwise communicated by the Promoter. The changes will not unfairly prejudice entrants or alter the game of skill nature, unless required by law or circumstances beyond the Promoter's reasonable control.

17. Governing law

17.1 These Terms and Conditions are governed by the laws of New South Wales, Australia. Entrants, nominators, finalists, winners, participating organisations and the Promoter submit to the non-exclusive jurisdiction of the courts of New South Wales and any courts hearing appeals from those courts.