



World Coffee Championships

Deferred Candidacy Policy

1. OVERVIEW & PURPOSE

The Deferred Candidacy (DC) Policy protects an Eligible Candidate's (EC) ability to participate in the World Coffee Championships. The DC Policy exists, to maximum degree possible, to guarantee that an Eligible Candidate will not be prohibited or barred from competing due to circumstances beyond their control. Under this policy, ECs who have a Qualifying Circumstance (QC) that prohibits them from participating in a World Coffee Championship (WCC) may request to defer their World Championship candidacy to the following year.

This document will define who is an Eligible Candidate, and what Qualifying Reasons are to defer candidacy to the following year.

The Specialty Coffee Association recognizes that there are many circumstances in which a Competition Body (CB) Champion or WCC Judge can decide not to participate in a World Coffee Championships; however not all circumstances are granted eligibility to compete or judge the following year. This document will help define what are eligible reasons to apply for deferred candidacy, and which are ineligible reasons.

2. CONDITIONS OF ELIGIBILITY

2.1 Eligible Candidates

2.1.1 Competition Body (CB) Champions

Eligible Candidates for DC Policy must be the CB Champion of any World Coffee Event (WCE) or Specialty Coffee Association (SCA) sanctioned CB Championship, who by virtue of that CB Championship designation has qualified to participate in the corresponding World Coffee Championship.

For details on the definition of 'Competition Body Champion' please see the Rules & Regulations or the definition section at the end of this document. Please note: deferral is restricted to CB Champions, who have won the right to compete. Deferral does not apply to substitute competitors who may have the unexpected privilege to compete, based on a CB Champion's deferral or decision not to compete.

2.1.2 WCC Certified Judges

Judging is considered a non-compulsory opportunity, and a judge certificate is purposefully time-limited, to ensure tested skills are related to practical judging skills required for the World Coffee Championships. Because of this, judges will not typically be considered Eligible Candidates for deferral. However, in the final year of their certificate when a judge is eligible for their one-time certification extension, a judge may be eligible for deferral.

2.2 Qualifying Circumstances

2.2.1. Declined Visa and Declined Entry

If an Eligible Candidate is unable to acquire a visa for a world championship, or is refused entry to the country where the competition is being held, they may apply for deferred candidacy. The Eligible Candidate must have made a good faith effort to apply for their visa in a reasonable amount of time. A Candidate will not be eligible for deferral if they applied for their visa late, or did not provide a complete application to the consulate. A deferral for this reason should be used only when all options to achieve entry are exhausted. Documentation may be required to apply for deferral based on declined visa application.

2.2.2 Competition Body Default on Obligation and Terms (CB Champions only)

If a CB fails to provide flight and accommodations for their Champion, the competitor may be eligible for Deferred Candidacy. This provision, however, does not include situations in which the CB provides accommodations or flights that are not to the competitor's preference.

2.2.3 Health & Family

- Personal & Family Medical Exemption

Personal and Family Medical Exemption (PFME) refers to the serious health condition of the eligible candidate or immediate family member. Immediate family encompasses spouse, domestic partner, child(ren), sibling and sibling in-law, parents and parents in-

law. Serious health condition includes, but is not limited to: illness, injury, impairment or physical or mental condition that involves inpatient care or continuing treatment. PMFEs excludes, but is not limited to: intermittent or routine medical conditions such as common colds, dental appointments or periodic physicians' visits.

- Personal & Family Exemptions (Other)

Personal reasons that may qualify an EC for deferral include, but are not limited to, adoption, pregnancy, or birth.

- Bereavement

Bereavement for death of immediate family member including spouse, domestic partner, child(ren), sibling and sibling in-law, parents and parents in-law, grandparents or grandparents in-law.

2.2.4 Personal Safety

Where the location of a compulsory competition has laws that are discriminatory, based on identity (religion, sexual orientation, gender, nationality, etc.), and there is serious and evident risk to personal security and safety, the eligible candidate can defer. This deferral qualification does not include political protest, or other statements against location, host, or organizers (see 2.3.2).

2.2.5 Military Leave or Government Obligations

In the event that an Eligible Candidate is obligated to perform unforeseen military duty, or is obligated to perform civic duties, as required by their government.

2.2.6 Religious Observances

In the event that a world championship is scheduled on a day/s of religious observance that prevents an Eligible Candidate's participation in the championship, a competitor may apply for deferral.

2.2.7 Natural Disaster or Catastrophe

In the event that an EC experiences significant displacement of resources, due to natural disaster or catastrophe, they may apply for deferral. Natural disasters include, but are not exclusive to, tsunamis, hurricanes, earthquakes, tornados, floods, wildfires, or mud slides.

2.3 Non-qualifying Circumstances

2.3.1 Scheduling Conflicts

A World Coffee Championship may be scheduled during a period of time that conflicts with personal schedules. National holidays, vacations and weddings are examples of ineligible reasons for deferment.

2.3.2 Conflict of Interest / Protest

A World Coffee Championship may be hosted in a country or by an organization with politics that are in conflict with the personal values of a CB Champion. The SCA recognizes that all competitors have the right to decline to attend a championship, for any reason, and have a right to do so without any fear of retaliation, but this does not grant them deferment. Deferment will not be granted on the grounds of protest, political statement, or personal disagreement with sponsorship, location, venue, host, organizers, etc.

2.3.3 Inadequate Competition Preparation

A CB Champion may not defer for their inability to prepare or train for the World Coffee Championship for reasons other than those Qualifying Circumstances listed in Section 2.2.

2.3.4 Issues with Supplies or Equipment

A CB Champion may not defer for their inability to secure or maintain supplies (i.e., ingredients, materials, etc.) or equipment for their competition.

2.3.5 Failure to Arrange Valid Travel Documents

A CB Champion or WCC Certified Judge will not be eligible to apply to deferment in the event that they have not organized their travel documents in time to attend the World Championship. And individual is responsible for the timely organization of all travel documents (valid passport, visa application, etc.), and failure to do so will not be an eligible reason to defer.

3. Applying for Deferred Candidacy

3.1 Application Process

The Deferred Candidacy Application will be available for all CB Champions upon winning their CB Championship and for all WCC Certified Judges in their final year of certification. It is important that an Eligible Candidate apply for Deferred Candidacy with as much notice as possible once they become aware of their Qualifying Circumstances as outlined in section 2.2.

The Eligible Candidate must apply for Deferred Candidacy by filling out an online form at <https://worldcoffeeeevents.org/deferred-candidacy-application-general-contact-submission/>. The EC must complete all steps of the process in order to qualify for deferral.

3.2 Who Can Apply?

The Eligible Candidate is the only person that may apply for Deferred Candidacy. If a serious and unforeseen medical condition prevents the EC from being able to file the documentation, a family member, partner, or associate may be able to process the initial application, and the Candidate must confirm their desire to file for deferred candidacy as soon as they are able.

No Competition Body Coordinator, representative of a Chapter or Competition Body, or any other individual or entity that may suggest a conflict of interest, may submit an application for deferral on behalf of the competitor.

3.3 Application Process and Case Management

All EC's must complete the application process in full, in order for their application to be considered. It is important to note that, at no point in the application process will the Specialty Coffee Association (SCA) or World Coffee Events (WCE) require documentation of a Qualifying Barrier to Entry, with the exception of deferral based on a visa issue, where supportive documentation may be required. At any time, a CB Champion may elect to provide documentation with their deferral application, with no penalty. Confidentiality will be maintained, to the highest degree possible, throughout the application process. The overall process will be managed through SCA staff. The Competition Body will be notified of a deferral when that application is fully approved, and not before. In the event of an application that is unclear or declined, a Human Resources (HR) Manager will be consulted in order to clarify the decision before the results are sent to the applicant.

3.3.1 Overview of Steps

An EC must fill out the online Deferred Candidacy Application in full. Notification of approval or decline will be sent by the SCA as soon as determination is made, and when possible, within seven days of completed application.

3.3.2 Online Application

The Online Application for Deferred Candidacy can be found [here](#). The EC, where possible, should fill out this application themselves. A notification will be sent to SCA upon submission of an application. The case will be assigned to internal staff and will be assigned to HR support personnel in the event that it is not a confirmed deferral or if additional support is needed.

3.3.3. Phone Call

In the event that additional information is required in order to confirm the application, SCA may request that the applicant have a phone call with HR. A phone call might be requested in order to a) confirm acknowledgment of the policy, b) discuss next steps, c) establish an interactive dialogue between applicant and SCA.

In the event that the Eligible Candidate is not fluent in English, efforts will be made to facilitate a call in their native language upon request. A candidate may request a translator of their own choice, or a confidential translator will be provided, where possible.

SCA will observe confidentiality. Candidates will not be expected to release detailed information about deferral, except in the event of a declined visa where supportive documentation may be requested.

3.4 Approval and Notification

The EC must complete the application in full, or the Deferral will be denied. If a call is requested and not completed, the Deferral will be denied. SCA will send a notification of approval or decline.

3.5 Competition Body Notification

Once a deferred candidate application is approved, the SCA staff contacts the Competition Body to ensure they are aware that their Champion has deferred. Every effort will be made, to ensure there is adequate time for a Competition Body to arrange for substitute CB Competitor, in the event of an approved deferral.

3.6 Support Services

3.6.1 Grievance Procedure

It is important that CB Champions and Competition Bodies have the ability to raise concerns about violations of established rules and procedures, as well as the abuse of influence and coercion to apply for Deferred Candidacy. Anonymous and confidential

assistance is maintained by SCA staff by using the anonymous submissions form on [this page](#).

4. Terms and Conditions

4.1 Good Faith Application

The DC Policy exists, to maximum degree possible, to guarantee that a CB Champion will not be prohibited or barred from competing due to circumstances beyond their control. In accordance with the [SCA's core value of Respect for the Individual](#) the SCA will not require documentation of a Qualifying Barrier to Entry, with the exception of a declined visa. A CB Champion may elect to provide documentation with their deferral application, however, with no penalty. If a CB Champion is found to have applied for Deferred Candidacy under false pretenses, the SCA retains the right to revoke the status of the Deferred Candidate.

4.2 Length and Expiration of Validity

Deferred Candidacy is only valid for a single event/single competition year. If a competitor would like to extend their deferral period, they must submit another application for the following year, and go through an additional approval process. Failure to submit an application for a subsequent competition event will result in a competitor forfeiting their ability to participate as a deferred candidate.

DEFINITIONS (as related to this policy):

Deferral: to postpone for a year

Coercion: use of force or power to submit application

Eligible Candidate (EC): as defined but referred to as Candidate or Eligible Candidate

Competition Body Champion: (from Rules & Regulations)

1.3.1. Competition Body Qualifications

The World Barista Championship (WBC) is a competition open to qualified Competition Body Champions of a World Coffee Events (WCE) sanctioned competition event. Sanctioned events are produced by WCE Licensed Competition Bodies. Every competition year, 1 competitor from each WCE Licensed Competition Body may participate. To learn more about how to become a WCE Licensed Competition Body, please read the Competition Body Sanctioning Criteria and Terms, found here: worldcoffeeevents.org/competition-bodies.

1.3.2. Competition Body Champions and Substitutions

A. A Competition Body Champion is defined as the competitor who wins their Competition Body Championship. This competitor has won the right to compete in that year's World Championship, or to defer candidacy to the following year. A competitor may defer candidacy to the following year, only if they have an eligible reason for doing so (see Deferred Candidacy (DC) Policy found here: <https://worldcoffeeeevents.org/deferred-candidacy-application-general-contact-submission/>).

B. If a Competition Body Champion successfully applies for Deferred Candidacy, they retain their title as Competition Body Champion, and may compete in the World Championships the following year. Once the Competition Body Champion has deferred their candidacy, the licensed Competition Body may designate an alternate competitor from its competition in descending order of succession, beginning with its second-place finisher. In this case, the competitor who goes to the World Championships will hold the title of Competition Body Competitor. Competition Body Competitors are not eligible for Deferred Candidacy, and do not hold the title of Competition Body Champion. However, all Competition Body Competitors will be eligible to represent their coffee community by participating in the World Coffee Championships, including being eligible to win the title of World Coffee Champion.

C. If a Competition Body Champion is not eligible for deferral, and elects not to go to the World Championships, the Competition Body may send a substitute competitor.

D. With the exception of Deferred Candidacy applicants, all Competition Body Champions who do not compete in the worlds, for any reason, are required to give WCE notice themselves, via info@worldcoffeeeevents.org to ensure clarity. Deferred Candidacy applicants are welcome to notify WCE of their intent to defer, without sharing any relevant details, as it can help ensure a substitute Competition Body Competitor with enough time to participate, but it is not required. Requests for any substitutions (Competition Body Representative Competitor) must be also received in writing from the Competition Body at info@worldcoffeeeevents.org and approved by its Managing Director prior to competition.