



RELEASE OF LIABILITY, INDEMNITY AND ACKNOWLEDGMENT OF CODE OF CONDUCT FOR VOLUNTEERS AND PARTICIPANTS SCA WORLD OF COFFEE, COPENHAGEN 2024

You are participating in the 2024 World of Coffee event of the Association for Specialty Coffee, dba “Specialty Coffee Association” (“SCA”) (the “Event”) to have fun, learn, network and grow with fellow members. We’re here to make that possible and provide the best possible experience for everyone. For all that to happen, SCA has prepared this Release of Liability, Indemnity and Acknowledgment of Code of Conduct (“Release”) for the safety and comfort of everyone. We simply ask that you respect and observe these rules so that you and other participants can enjoy the Event.

In consideration of being permitted to attend and participate in this Event, as a volunteer instructor, panelist, competitor, judge, host or other participant, you, the undersigned, certify to and agree with SCA as follows:

AGE, WAIVER & RELEASE

AGE. I certify that I am at least 21 years old.

EQUIPMENT AND DANGER. I understand that coffee roasting, coffee brewing and other equipment may be operated at the Event and that such equipment may cause injury to myself or others. If I operate such equipment at the Event, I certify that (a) I am experienced and knowledgeable in the safe operation of all such equipment; and (b) I will, at all times operate the equipment and conduct myself with due care and with consideration for the safety of others.

LIABILITY RELEASE AND INDEMNITY. By participating in the Event and executing this Release, to the extent permitted by applicable law, I release SCA and its officers, directors, employees, members and agents (the “Released Parties”) from any and all liability for any injury, loss, or damage arising out of or in connection with my participation in the Event (other than the gross negligence or willful misconduct of the Released Parties)

I further agree to indemnify and hold the Released Parties harmless from and against any liability for any injury, loss, damage, cost or expense arising out of or in connection with my negligence or misconduct at or in connection with the Event.

IMAGE RELEASE. I agree to allow SCA and its affiliates, vendors and others to photograph and record me and my presentations (if any) and to make, publish and distribute reproductions of such images in both printed and digital matter. I agree that SCA has the right to make such images and recordings available for sale without any notification or compensation to me.

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CANCELLATIONS AND REFUNDS FOR TRAVEL (for certain speakers). When SCA arranges for transportation, accommodations, or participation in the Event, once a reservation is made and payment is tendered for the reservation, should the trip participant elect to subsequently cancel their participation, regardless of the amount of notice given, no refund will be given, except at the discretion of the SCA or according to advertised refund policies. SCA reserves the right to cancel any Event at any time before travel departure. In such case all payments received will be refunded. In any event of cancellation, whether by the participant or SCA, SCA is not responsible for costs or losses associated with the purchase of non-refundable, advance purchase airline tickets.

CHANGES IN SCHEDULE. If I am a volunteer, I understand that the published volunteer schedule contains the intended events and corresponding shifts. SCA assumes no responsibility for cancellation or delay of any event/shift and expressly reserves the right to cancel, advance, postpone, reschedule or substitute any scheduled event/shift without prior notice.

RULES OF CONDUCT

COMPETITORS. If I am a competitor, I have read, understand and will comply with all of the published rules of my competitive event. SCA assumes no responsibility for cancellation or delay of any event and expressly reserves the right to cancel, advance, postpone, reschedule or substitute any scheduled event without prior notice.

COURSE/CLASS INSTRUCTORS. If I am a class instructor, I understand that I am required to teach the class based on the SCA curriculum, standards and objectives. I understand and acknowledge that the primary intent of my volunteer responsibility is educational, and I agree not to promote my company's products or services in any presentation I make. If I am a lead instructor, station instructor, peer observer, or shadow, I also understand that I am required to participate in the online or other rehearsal for each of the different classes I will be instructing, observing or shadowing.

CORE VALUES. I understand that, if SCA in its reasonable judgment believes I have violated the Core Values (see this [link](#)) violated the Harassment Policy (below), committed a legal offense or exposed SCA to damage to its reputation or to liability, SCA shall have the right to remove me from the Event without refund and, in its sole discretion, to bar my future participation in SCA activities or membership.

HARASSMENT POLICY. I understand that SCA maintains a zero-tolerance policy for harassment, violent behavior, and sexually offensive behavior or actions. This includes, but is not limited to: harassment toward another individual on the basis of gender, pregnancy, childbirth, religion, creed, race, color, national origin, medical condition, genetic disorder, physical or mental disability, marital status, age or sexual orientation; physical or verbal threats; persisting in unwelcome attention; bullying, stalking; use of physical force; or behavior that creates a disturbance or is dangerous, including lewd or generally offensive behavior or language

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REPORTING HARASSMENT OR OTHER CONDUCT VIOLATIONS. I understand that it is very important to SCA that, if I experience any form of harassment, I can and should report it immediately to an SCA staff member. If I am asked to do so, I will complete SCA's [Incident Report Form](#). I understand that SCA cannot address anything that it is not made aware of, and that SCA needs whatever detail can be provided, including names and other descriptive information.

If at any time you feel that your personal safety or the safety of others is in jeopardy and an SCA staff member is not immediately available, please contact a venue security officer, local law enforcement authorities or the applicable emergency phone number for the venue.

OTHER EVENT POLICIES

- SCA is not responsible for lost, stolen, or damaged property, or for injuries sustained during the course of the Event.
- To the extent possible under local law, no firearms or other weapons will be allowed inside of SCA events. In so-called "open carry" U.S. states, SCA will post whatever notices are required to prevent the carrying of such weapons.
- Illegal drugs are never allowed inside of SCA events.
- Alcohol may be served or be otherwise available at SCA events; but disorderly conduct is never allowed.
- Attendees doing wilful damage to SCA or venue property will be required to financially reimburse SCA or the venue.
- If you are taking photographs of attendees, please respect those that do not wish to be photographed or recorded by asking permission to take pictures.

COVID-19

1. I acknowledge that I am aware of the highly contagious nature of the 2019 coronavirus disease (COVID-19) ("Disease") and the risk that I may be exposed to or contract the Disease by attending or participating in the Event, which may result in serious illness, personal injury, disability, death, and/or property damage. I acknowledge that these risks may result from or be compounded by the actions, omissions, or negligence of SCA employees, contractors, volunteers or others, including negligent emergency response or rescue operations of SCA. I understand that, SCA cannot guarantee that I will not become infected with the Disease due to my participation in the Event and that engaging in the Event may increase my risk of contracting the Disease. **NOTWITHSTANDING THESE RISKS, I ACKNOWLEDGE THAT I AM VOLUNTARILY PARTICIPATING IN THE EVENT WITH KNOWLEDGE OF THE DANGERS INVOLVED. I HEREBY AGREE TO ACCEPT AND ASSUME ALL RISKS OF INJURY, ILLNESS, DISABILITY, DEATH, AND/OR PROPERTY DAMAGE ARISING FROM MY ENGAGING IN THE EVENT, WHETHER CAUSED BY THE ORDINARY NEGLIGENCE OF SCA OR OTHERWISE.**

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2. I hereby expressly waive and release any and all claims, now known or hereafter known, against SCA, and its officers, directors, manager(s), employees, agents, affiliates, members, successors, and assigns (collectively, "Releasees"), on account of injury, illness, disability, death, or property damage arising out of or attributable to my participation in or attendance at the Event, other than claims arising from their gross negligence or wanton or reckless misconduct. I covenant not to make or bring any such claim against the SCA or any other Releasee, and forever release and discharge the SCA and all other Releasees from liability under such claims.

3. I confirm that I will not attend or participate in the Event if I am experiencing symptoms of the Disease (such as cough, shortness of breath, or fever), have a confirmed or suspected case of the Disease, or have come in contact in the previous 14 days with a person who has been confirmed to have or is suspected of having the Disease. I will comply with all national, state, and local laws, orders, directives, and guidelines related to the Event and the Disease while participating in the Event, including, without limitation, requirements related to hand sanitation, social distancing, and use of face coverings and safety equipment. I will also follow all instructions, recommendations, and cautions of SCA at all times during the Event. If at any time I believe conditions to be unsafe, that I am no longer in proper physical condition to participate in the Event, or I begin experiencing symptoms of the Disease, I will immediately discontinue further participation in or attendance at the Event.

4. I hereby consent to receive medical treatment deemed necessary if I am injured or require medical attention during my attendance at or participation in the Event. I understand and agree that I am solely responsible for all costs related to such medical treatment and any related medical transportation and/or evacuation. I hereby release, forever discharge, and hold harmless SCA from any claim based on such treatment or other medical services.

GENERAL

ARBITRATION AND GOVERNING LAW. In the event of any dispute arising out of or in connection with this Release, the parties agree to submit the matter to settlement proceedings under the International Chamber of Commerce ("ICC") ADR Rules. If the dispute has not been settled pursuant to the Rules within 45 days following the filing of a Request for ADR or within such other period as the parties may agree in writing, such dispute shall be finally resolved under the Rules of Arbitration of the International Chamber of Commerce by a single arbitrator appointed in accordance with the said Rules of Arbitration in London, England. The proceedings shall be conducted in the English language, and the substantive law of the State of California shall apply without giving effect to conflict of laws that would result in the application of the law of another jurisdiction.

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SEVERABILITY. If any provision of this Release or its application shall be invalid or unenforceable, that provision shall be reformed so as to preserve the parties' intent to the greatest extent possible, failing which, such provision shall be severed from this Agreement, and the remainder of the Agreement shall continue in full force and effect.

ENTIRE AGREEMENT. This Release constitutes the entire agreement and understanding between the undersigned and SCA with respect to its subject matter and supersedes all prior or contemporaneous communications between the parties.

MODIFICATION. This Release may be changed, waived, discharged or terminated only by an instrument in writing, signed by the participant and SCA.

Remember to have fun, be safe, be respectful and to use good judgment and professionalism in all situations.

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