

International Abilympics Helsinki 2027

Charter of Judges

Charter of Judges 1.0

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Table of Contents

1. Purpose of the Charter of Judges	3
2. Assessment Principles	4
3. Assessment Procedure	5
3.1. Measurement criteria	5
3.2. Judgement criteria	6
3.3. Recording of Scores (CIS)	8
3.4. Confidentiality of results during the competition	9
4. Appeals and conflict resolution	10
4.1. Concerns raised during assessment	10
4.2. Submitting an appeal	10
4.3. Appeal Committee	10
4.4. Review and decision	11
4.5. Conduct during an appeal	11
5. Responsibilities and Commitments of Judges	12
5.1. Role of a Judge	12
5.2. Nomination and accreditation	12
5.3. Responsibilities	13
5.4. Commitments	13
6. Supporting fairness throughout the competition	14
Appendix: Organisational chart of competition staff	15

1. Purpose of the Charter of Judges

The Charter of Judges defines the standards and expectations for assessment in the competition. Its purpose is to ensure that every Competitor is evaluated fairly, consistently, and in accordance with agreed assessment principles and procedures.

All Judges are required to understand and follow this Charter throughout the competition. By accepting their role, Judges commit to applying the assessment procedures, assessment principles, and professional conduct described in this document.

2. Assessment Principles

All Competitors must be assessed according to the same standards, and the same Assessment Framework. Fair assessment depends on five core principles: transparency, authenticity, reliability, validity and fairness.



Every Judge shares responsibility for ensuring that marks are awarded accurately, consistently and without personal influence.

- **Transparency** ensures that the way marks are awarded is clear and documented.
- **Authenticity** protects the credibility of the competition: only what the Competitor produces during the competition is considered for assessment.
- **Reliability** requires that the same level of performance always results in the same level of marks.
- **Validity** means that Judges assess only what is written in the Assessment Framework. No additional elements may be introduced, and no elements may be excluded.
- **Fairness** ensures that every Competitor has an equal chance to demonstrate their skills.

Assessment is based on the approved criteria. The role of the Judge is to assess the Competitor's performance against these criteria — not against personal preference, national habits or individual expectations. When two Competitors present work of the same level, they must receive the same mark, regardless of who is assessing.

Assessment succeeds when all Judges apply the Assessment Framework exactly as approved, and when decisions are based on evidence of performance. In case of doubt or disagreement, the Assessment Framework is the reference. The Chief Judge provides the final interpretation when needed.

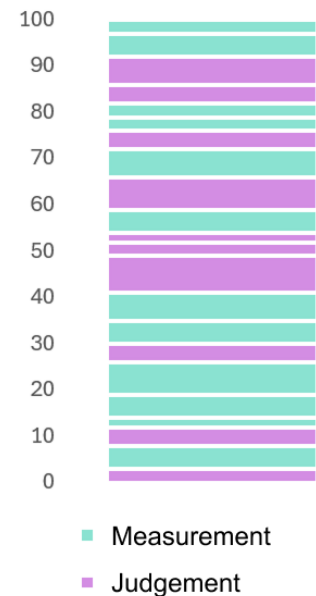
The shared objective of the assessment is clear:
**the best performance must receive the best result,
and every Competitor must be treated with equality and respect.**

3. Assessment Procedure

A total of **100 points** is awarded in every skill competition. Points are divided between criteria that reflect the skills and outcomes required by the competition task. To protect accuracy and balance, it is recommended that each competition includes at least 15 criteria.

All criteria and descriptions are described in Task Assignment before the competition begins. Judges receive an orientation session before assessment begins to ensure understanding of the Assessment Framework, benchmarks and assessment procedures. Alignment between Judges before assessment protects fairness during assessment.

Assessment uses two complementary methods: **measurement** and **Judgement**. Both methods are equally important and must be applied exactly as written in the Assessment Framework.



3.1. Measurement criteria

Measurement is used when performance can be verified objectively and the outcome is binary (criteria met / criteria not met). A full mark is awarded when the requirement is met, and no mark is awarded when it is not met. If the Assessment Framework includes deductions, they must be applied exactly as written.

Measurement does not involve personal opinion. Two identical results must receive identical marks.

Examples of measurement criteria — assessed as true / false:

- Required number of components is delivered: true / false
- Dimensions are within the specified tolerance: true / false
- Task is completed within the time limit: true / false

Examples of deductions (to apply only if defined in the Assessment Framework):

- -1 point for each missing required safety item (e.g., goggles, gloves)
- -0.50 point per minute beyond the permitted time limit, up to the maximum deduction stated
- -1 point for each missing mandatory step in a measurable process checkpoint

Example 1 (True / False)

Criteria: All required tools are present before starting the task (3 points)

Competitor	Result	True / False?	Score
A	All tools present	✓	3 points
B	One tool missing	✗	0 points
C	All tools present	✓	3 points

Example 2 (Tolerance)

Criteria: Height of the product must be 100 cm ± 2 mm (4 points)

Competitor	Measured height	Meets tolerance?	Score
A	100.1 cm	✓ within ±2 mm	4 points
B	99.8 cm	✓ within ±2 mm	4 points
C	101.0 cm	✗ outside ±2 mm	0 points

Example 3 (Deduction)

Criteria: Safety rules followed. Deduct 1 point per violation of the written safety rule. (5 points)

Competitor	Safety violations	Deduction calculation	Score
A	0	✓ 5 - 0	5 points
B	1	▨ 5 - 1	4 points
C	3	▨ 5 - 3	2 points
D	6	✗ 5 - 5 → minimum score reached	0 points

3.2. Judgement criteria

Judgement is used when assessing the quality of a process or result. It applies to aspects such as technique, finish, precision, presentation, workflow, problem-solving, functionality or other qualities defined in the Assessment Framework. Judgement does not compare Competitors to one another — it evaluates how well the Competitor meets the approved standard of quality.

Judges apply the four-point industry benchmark scale:

Score	Description
0	Unacceptable to industry / not attempted
1	Acceptable to industry
2	Acceptable with some high-quality features
3	Excellent

Judgement criteria must always include descriptors for scores 0, 1, 2 and 3 so that the quality difference is observable and based on evidence. The descriptors must be clear enough that every Judge can explain why a score was awarded.

Examples of Judgement areas (depending on the Assessment Framework):

- technique (control and accuracy of method)
- finish (precision and professional quality of final result)
- functionality (how well the output performs its intended purpose)
- aesthetics (visual balance, where relevant to the skill)
- workflow and time management
- problem-solving and decision-making under pressure
- professional conduct and safe working habits

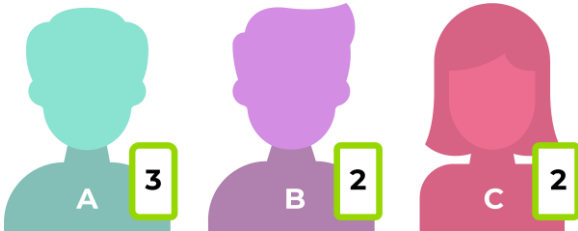
Example of Technique Judgement criteria

Score	Description
0	Technique prevents the task from being completed; major control issues
1	Basic technique; task completed but with visible instability or corrections
2	Confident technique; efficient and accurate with minor inconsistencies
3	Fluent and professional technique; smooth, precise and consistent from start to finish

Skill-specific Assessment Framework include their own descriptor tables for every Judgement criterion. These tables are developed and agreed before assessment begins.

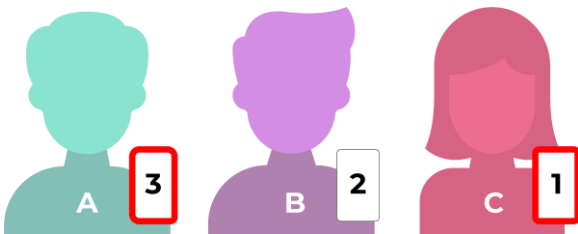
Judges assess independently and silently, and scores are revealed at the same time. A one-point tolerance is allowed between Judges for each Judgement criterion. If scores fall outside the tolerance, Judges briefly discuss the work using the benchmark examples and then score again independently. If scores still do not align, the Chief Judge supervises the final scoring decision.

Example 1 — within tolerance (accepted)



These scores are accepted because the difference between the highest (3) and the lowest (2) is not more than 1 point.

Example 2 — outside tolerance (discussion required)



The difference between the highest score (3) and the lowest score (1) is 2 points, so Judges briefly discuss the result and then score again independently. If the scores align after discussion, they are accepted. If a difference remains, the process repeats until the scores are within the one-point tolerance, or, if alignment still cannot be achieved, the Chief Judge supervises the final scoring decision based on the approved criteria.

3.3. Recording of Scores (CIS)

All marks are recorded in the Competition Information System (CIS). Only marks that have been agreed and validated according to the assessment procedure may be entered into CIS.

Judges make sure that:

- the scores entered in CIS are identical to the validated results
- scores are entered on time and without mistakes
- the assessment team shares the same understanding of the scores being submitted
- the Chief Judge is informed immediately if a correction is needed due to an input error

Once scores are locked in CIS, they are considered final. Any correction after confirmation requires approval from the Assessment Advisor and must be based on documentation of an input error, not on new interpretation or discussion.

CIS is the sole official record of scoring. Personal notes may be used during assessment, but CIS is the only source of final results and rankings.

3.4. Confidentiality of results during the competition

Rankings, scores and final results remain confidential until the official announcement at the Closing Ceremony. During the competition days, results are not communicated to Competitors. Delegation leaders may consult provisional rankings to ensure transparency, but this information is not shared with Competitors before the ceremony. Confidentiality protects fairness and allows all Competitors to enjoy the Closing Ceremony without prior knowledge of the results.

4. Appeals and conflict resolution

The appeals process ensures that concerns about assessment are handled fairly, transparently and without disrupting the competition. An appeal may be made only when there is a concern that assessment procedures or competition arrangements may have affected the results. Appeals are not intended to express disappointment or disagreement with scores. Personal disagreement with a Judgement score is not a valid basis for an appeal.

The rules for appeals, including deadlines and the composition of the Appeal Committee, are communicated to all delegations before the competition begins. The competition organising team may establish reasonable measures to prevent repeated or excessive appeals that do not relate to assessment procedures or competition arrangements affecting results.

The judging team shares the responsibility to resolve concerns early and constructively, so that the Appeals Committee is needed only in exceptional situations.

4.1. Concerns raised during assessment

Most issues should be resolved within the judging team and should not require a formal appeal. If a Judge believes that a scoring decision may be incorrect or inconsistent, they raise the concern with the Chief Judge as soon as possible. The concern must refer to the Assessment Framework or evidence of performance.

The Chief Judge reviews the situation and guides the next steps. This process takes place entirely within the judging team and does not involve Competitors or delegations. Judges do not discuss scores or rankings with Competitors or delegations. When concerns are addressed early and collaboratively, the need for a formal appeal is largely avoided.

4.2. Submitting an appeal

A formal appeal is submitted only if the concern cannot be resolved within the judging team. An appeal is submitted by the Competitor's official representative. Appeals must be submitted to the Chief Judge within the published time window and as soon as possible after the issue arises.

The Chief Judge forwards the appeal to the Appeal Committee along with all relevant documentation and does not advocate for a particular outcome.

4.3. Appeal Committee

The Appeal Committee is a neutral body and is used only when previous resolution attempts are insufficient.

The Committee is composed of:

- persons from at least three different delegations

- representatives of the International Abilympic Federation
- competition organiser's competition specialists
- a representative with expertise in accessibility and inclusion

4.4. Review and decision

The Appeal Committee reviews evidence including the Assessment Framework, CIS records, and documentation of procedures.

The Appeals Committee may:

- confirm that assessment was correct
- correct a CIS entry error
- authorize re-assessment of a specific criterion only if the assessment procedure was not followed

The Appeals Committee does not adjust scores based on opinion, comparison between Competitors or personal preference.

Decisions are final, documented and communicated through official channels.

4.5. Conduct during an appeal

The competition continues while an appeal is under review unless the Chief Judge decides otherwise. Judges do not discuss the appeal publicly or privately and do not express agreement or disagreement with the outcome. Once the decision is confirmed, the judging team moves forward together to ensure a smooth continuation of the competition.

A successful appeals process protects fairness for all Competitors and supports the credibility of the event.

5. Responsibilities and Commitments of Judges

5.1. Role of a Judge

A Judge is a qualified professional appointed to assess Competitors' performance according to the approved Assessment Framework. Judges represent their industry and act on behalf of the competition to ensure that every Competitor is assessed fairly and respectfully.

The role requires integrity, neutrality and professionalism. Judges maintain confidentiality at all times, support a safe and inclusive competition environment, and contribute to constructive collaboration within the judging team. The shared objective is clear: the best performance receives the best result, and every Competitor is treated with equality and respect.

5.2. Nomination and accreditation

Judges are nominated by International Abilympic Federation member organisations. Each nominee must have recognised professional experience in the relevant field and experience in judging skills competitions or qualification tests. Applying to be a Judge does not guarantee appointment; nominations are reviewed and validated before accreditation is confirmed.

The competition organiser establishes a Judges Validation Commission to review all nominations. The Commission studies each candidacy to ensure that nominees have the competence, neutrality and professional conduct required for fair assessment. Only candidates who meet the published eligibility requirements are validated.

Each skill competition must have at least three Judges. To protect neutrality, Judges from any single country must not form a majority within the panel. If there are not enough eligible nominees to meet this requirement, the competition organising team may exceptionally appoint additional Judges from the host country.

Accreditation as a Judge is confirmed once the nominee has been validated by the Judges Validation Commission and has accepted the responsibilities and commitments described in this Charter. Accreditation may be withdrawn if these responsibilities and commitments are not upheld.



5.3. Responsibilities

During the competition, Judges:

- apply the Assessment Framework exactly as approved
- protect fairness, neutrality and confidentiality in every decision
- participate fully in the competition schedule, including briefings, alignment sessions, assessment, CIS entry and debriefings
- seek clarification early if procedures or criteria are unclear
- resolve differences of opinion through evidence and reference to the Assessment Framework

Judges do not:

- coach Competitors, provide hints or comment on performance
- reveal scores or rankings to Competitors before the Closing Ceremony
- discuss the appeal or its outcome publicly or privately
- allow external influence to affect assessment

If anyone attempts to influence judging decisions, the Judge informs the Chief Judge immediately.

5.4. Commitments

By accepting the role, every Judge commits to ensure that all Competitors are assessed fairly, respectfully and according to the approved Assessment Framework.

Judges commit to:

- treat all Competitors equally and without bias
- complete all required orientation and training before assessment
- apply the Assessment Framework exactly as approved
- be present at the competition site as required by the Chief Judge
- enter marks accurately and on time in CIS, using it as the only official record of results
- maintain confidentiality regarding assessment results, CIS scores, rankings and appeals
- communicate calmly and professionally at all times
- avoid behaviour that could look like favouring any Competitor, including giving advice or comments during the competition
- inform the Chief Judge immediately if anyone attempts to influence judging decisions or access confidential information

6. Supporting fairness throughout the competition

This Charter is a shared commitment to fairness. When every Judge follows the Charter, Competitors can trust that results are earned, and the competition can run smoothly and safely. If a Judge does not follow the Charter, the situation is addressed professionally to protect fairness and the Competitors' experience.

If a concern arises, the Chief Judge discusses it with the Judge as early as possible. Most issues are resolved through clarification or guidance. If behaviour continues or affects fairness or neutrality, duties may be adjusted. If fairness, neutrality or confidentiality cannot be guaranteed, the Judge may be removed from assessment duties. In serious cases, accreditation for future competitions may also be reconsidered.

All situations are handled respectfully and based on evidence, with the focus on protecting fairness, Competitor safety, and the credibility of results.

I, the undersigned,

confirm that I have read and understood the International Abilympics Helsinki 2027 Charter of Judges, and I accept the responsibilities and commitments described in it. I agree to uphold **fairness, neutrality** and **respect in all judging decisions** throughout the competition.

Delegation / Country:

Skill competition for which I wish to be appointed as a Judge:

Signature: _____

Date: _____

Appendix: Organisational chart of competition staff

