



National Competitive Events Operations Manual

Education Committee Approved:
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Preamble/Authority

Mission & Guiding Principles

Competitive events allow members in good standing to build their personal and professional skills in a broad range of business- and career-related areas through industry-validated learning experiences.

Competitive events:

- Provide an industry-validated learning experience that prepares members for the workforce.
- Align with business and business-related curriculum and course offerings.
- Empower members to grow and develop personally and professionally.
- Engage members in their academic and professional development inside and outside the classroom.
- Allow members to explore, experience, and engage with their academic studies by division.
- Assess members' abilities and allow them to identify areas of strength and growth.
- Welcome all members.
- Recognize members' achievement and improvement in their academic studies.

Competitive Events Operations Team (CEOT) Authority

The FBLA Board of Directors delegates authority to the Education Committee for the oversight of the Competitive Events Program. The Competitive Events Operations Team (CEOT), a staff-led body under the supervision of the Competitive Events Manager, shall carry out the day-to-day administration and implementation of the Competitive Events Program.

Members of the Competitive Events Operations Team (CEOT) shall be appointed by the Competitive Events Manager, in consultation with the Senior Director of Education & Learning. The Education Committee Chair shall be notified of all CEOT appointments and provided with an annual roster for oversight purposes.

The Education Committee Chair shall designate one committee member to serve as liaison to the Competitive Events Operations Team (CEOT). This liaison will coordinate strategic communication between the Education Committee and CEOT and may form ad hoc working groups to support competitive event enhancement efforts.

The Education Committee is responsible for reviewing and recommending all Competitive Events policies and procedures for Board approval. All final policy changes are subject to Board review and adoption.

Note: The former Competitive Events Committee (CEC) structure has been retired. Beginning with the 2025–2026 membership year, the Education Committee shall serve as the governing body for competitive event policy and oversight. The staff-led Competitive Events Operations Team (CEOT), under the supervision of the Competitive Events Manager, will execute all operational and logistical functions.

Definitions

Acronyms

CCC	Career Connections Conference
CEOT	Competitive Events Operations Team
NFLC	National Fall Leadership Conference
NLC	National Leadership Conference
IEP	Individualized Education Program

Key Terminology

Competitive Events Program	The Competitive Events Program consists of competitions at Career Connections Conferences, National Fall Leadership Conference, and National Leadership Conference.
National Competitive Events Operations Manual	Document serves as a guide to address competitive event questions and processes.

Competitive Events Guidelines	These individual documents serve as a guide for each competitive event.
Competitive Events Operations Team	A group of adult volunteers selected from an application process to serve in a decision making and advisory capacity to the Competitive Events Program. The CEOT is made up of state and local advisers representing High School, Collegiate and Middle School division positions.
State Leader	This individual administers an FBLA division or divisions at the state level.

Roles & Responsibilities

Board of Directors	The Competitive Events Program consists of competitions at Career Connections Conferences, National Fall Leadership Conference, and National Leadership Conference.
CEOT	The CEOT is responsible for executing and maintaining the Competitive Events Program as directed by the Education Committee. The CEOT ensures the fair, equitable, and consistent administration of events across all FBLA divisions. The CEOT will prepare annual recommendations, operational updates, and policy impact assessments for review and approval by the Education Committee.

CEOT Chair (or Their Designee)	The CEOT chair shall ensure that meetings of the CEOT are planned effectively and that matters are dealt with in an orderly, efficient manner. The CEOT chair shall serve as the liaison between the CEOT and all external parties (including the Education Committee, other task forces/committees, and National Center staff) The CEOT chair is selected yearly.
Staff Liaisons	Staff liaisons are employees of the National Center who support the mission of the CEOT.
State Leader	State Leaders are responsible for qualifying members to participate in the Competitive Events Program, subject to the appropriate state and national policies. State Leaders are responsible for verifying members registered to compete at the National Leadership Conference.
Volunteers	Volunteers are responsible for ensuring that FBLA events run effectively and efficiently. Currently, volunteer roles are Event Administrators, Judge Managers, Section Leaders, Timers, Event Assistants, and Welcoming Committee members.
Judges	Judges are responsible for providing critical and constructive feedback to competitors about their participation in competitive events.
Local Chapter Advisers	Local chapter advisers are responsible for ensuring their members are correctly registered for NLC competitive events.
Competitors	Competitors are dues-paying middle school, high school, and college student members who qualify for competition. They are responsible for following the Competitive Events Guidelines, Honor Code, Code of Ethics, and Dress Code.

SECTION 1

Competitive Events Overview

1.0 Competitive Events Overview

Competitive events play an integral role in the mission of FBLA. They prepare FBLA members for successful careers in business by providing opportunities for them to apply classroom concepts in a workforce-simulated competitive environment.

The information contained in this document refers to the competitive event process at the national level. State FBLA organizations may elect to modify the events offered at the district/region/section and state levels. Always check state guidelines if competing at the district/region/section and/or state level of competition.

There are several categories of national competitive events:

Chapter Event	A chapter project that a team of competitors presents at the NLC.
Case Competition	A real-life situation is given to a team to present solutions.
Objective Test	An online, objective multiple-choice test administered at the conference focusing on business knowledge.
Presentation Event	The presentation of a project, speech, or interview in front of judges. Competitors may be allowed to use technology, equipment, and/or visual aids as part of the presentation. Check specific guidelines to determine what is allowed.
Production Test	A production test typically consists of two parts: a production test and an objective test administered on-site at the NLC.
Role-Play Event	Typically, an objective test administered during the NLC, followed by an interactive role-play for the top scoring individuals/teams. For team events, competitors will test individually, and competitors' scores will be averaged to determine the team score. The top scoring individuals/teams will advance to the final round of competition, consisting of an extemporaneous response to a prompt. Judges will interact with competitors.

View the Competitive Event Guidelines, rating sheets, competencies, and other resources by clicking on the corresponding division below:

[Middle School](#)

[High School](#)

[Collegiate](#)

Competitive Events Timeline

Document Updates

- Competitive Event Guidelines, Resources, and Operations Manual are updated on a yearly basis.
- The Competitive Event Guidelines will be updated and available on the website by September 1 of each year.
- The National Competitive Events Operations Manual will be updated by January 1 of each year.

Competitive Event Recommendations

- Current form to submit recommendations: <https://connect.fbla.org/login.php?action=viewform&id=154>
- Education Committee Reviews & Approves: December, to take effect the upcoming FBLA membership year

SECTION 2

Belonging & Connection

2.0 Belonging & Connection

The Competitive Events Program provides a diverse, equitable, inclusive, and accessible opportunity and environment for all members involved. FBLA's mission is to inspire and prepare students to become community-minded business leaders in a global society through relevant career preparation and leadership experiences. The CEOT recognizes that the Competitive Events Program is critical to the member experience and strives to provide a program that is responsive to member needs. FBLA's commitment is to create a program in which members from all backgrounds may perform at their best, compete on an equitable basis, and be recognized for their achievements.

Efforts to this effect include, but are not limited to, the following:

- Providing reasonable accommodations to competitors to enable equitable access to the program.
- Recognizing and facilitating the learning accommodations of members, including IEPs.
- Enabling the accommodation of resources to overcome language barriers, including interpreters.

FBLA meets the criteria specified in the Americans with Disabilities Act for all competitors with accommodations submitted through the conference registration system by the registration deadline. Competitors are encouraged to reach out to the Competitive Events Manager to discuss support needed in this area.

Any accommodation requests received after the registration deadline will be evaluated by National Center staff and CEOT to determine the reasonability and feasibility of providing an accommodation.

Refer to section 4.14 for more information.

SECTION 3

Fairness & Integrity

3.0 Fairness and Integrity

The CEOT recognizes that fair competition is the cornerstone of the Competitive Events Program. The CEOT is committed to ensuring that fairness and integrity are at the forefront of every decision.

Competitors, directly or through registration by their advisers, are required to acknowledge the Honor Code as part of the NLC registration process. The Honor Code may be found on the FBLA website.

FBLA encourages all parties to report violations of the Honor Code by completing the form found on the [FBLA Help Desk](#).

3.1 Artificial Intelligence

FBLA will not ban the use of AI software, except where expressly listed, although competitors should be aware of potential biases in data and algorithms, as well as possible inaccurate information provided by the software. The AI tools used should be in line with the FBLA Honor Code to ensure ethical and responsible use of AI, promote fair competition, and uphold the integrity of FBLA events.

Competitors should be aware that any work produced by tools is not their own work; all use of AI software must be appropriately credited and cited. Use of AI must not involve any form of plagiarism or unauthorized use of copyrighted materials. Competitors must be able to explain the use of AI to judges.

3.2 Source Citing

Proper citation is crucial to avoid plagiarism and give credit to the original authors. Always consult the most recent edition of the [MLA Handbook](#) for the latest guidelines on using the MLA (Modern Language Association) format

SECTION 4

NLC

Processes

4.1 Eligibility

Eligibility to attend NLC and compete is determined by local and state policies.

Competitors must compete in the division for which they are registered members.

- Middle School: Grades 5–9
- High School: Grades 9–12
- Collegiate: Grades 13+

Middle School

- Each state may submit four entries in each event.
- Each competitor may compete in one individual/team event and one chapter event.
- Each competitor must compete in all parts of an event to be eligible for awards.
- A team shall consist of one to three competitors.
- All competitors on a team must be members of the same local chapter.
- Members may only compete in an event at the NLC more than once if they have not previously placed in the top 10 of that event at the NLC. If a member places in the top 10 of an event at the NLC, they are no longer eligible to compete in that event at future NLCs, unless the event has been modified beyond a name change. Chapter events are exempt from this procedure.

High School

- Each state may submit four entries in each event.
- Each competitor may compete in only one individual/team event and one chapter event.
- Each competitor must compete in all parts of an event to be eligible for awards.
- A team shall consist of one to three competitors, excluding Parliamentary Procedure, where a team shall consist of four or five competitors.
- All competitors on a team must be members of the same local chapter.
- Members may only compete in an event at the NLC more than once if they have not previously placed in the top 10 of that event at the NLC. If a member places in the top 10 of an event at the NLC, they are no longer eligible to compete in that event at future NLCs, unless the event has been modified beyond a name change. Chapter events are exempt from this procedure.

Collegiate

- Each state may submit four entries in each event.
- Each competitor may compete in only two individual/team events and one chapter event.
- Each competitor must compete in all parts of an event to be eligible for awards.
- A team shall consist of one to four competitors depending on the competitive event. Check event guidelines for allowed team sizes.
- Each competitor must compete in all parts of an event to move on to the next round of competition and be eligible for award recognition.

4.2 Timeline

All registration and travel plans are solely governed by the local and/or state level, with local- and state-level policies also governing competitive events eligibility requirements.

Competitors will be registered for NLC competitive events through the National Leadership Conference registration system by the published conference registration deadline.

State Leaders will verify all competitor registrations by 11:59 p.m. ET by the third day after the registration deadline. State Leaders can update any competitor registrations without penalty until the third day after the registration deadline.

All prejudged projects and reports must be submitted electronically by the date listed in the Competitive Events Guidelines. It is the competitor and their adviser's responsibility to ensure all links are available for judge viewing. Judges who are unable to view entries will be unable to rate the pre-judge component of the event, and the competitor will receive a score of zero for that part of the competition.

4.3 Adjustments to Competitive Event Registration

Not Registered or Registered Incorrectly

If an FBLA member is not registered for a competitive event or is registered for the wrong competitive event after the State Leader verification deadline, a fee will be assessed to properly register the member for the event. The fee will apply to each member added.

Additional entries cannot exceed the maximum entries of four per event, per state, unless approved by CEOT. The change must be approved by the State Leader, and fees must be paid before a change is made.

Any pre-judge entries submitted after the registration deadline will be given a zero score, and the pre-judge component will not be judged.

Collegiate fees assessed per change made are as follows:

- First Wednesday in May until the Second Tuesday in May: \$50
- Second Wednesday in May to seven days prior to the start of the NLC: \$150
- Six days prior to the start of the NLC: \$350
- The day before the NLC begins until the competitive event: \$500

High School/Middle School fees assessed per change made are as follows:

- Third Saturday in May until the first Tuesday in June: \$50
- First Wednesday in June to seven days prior to the start of the NLC: \$150
- Six days prior to the start of the NLC: \$350
- The day before the NLC until the competitive event: \$500

Exemptions on Competitor Limits

If an error occurs at the State Leadership Conference, leading to the wrongful exclusion of a competitor from advancing to a national event or the wrongful advancement of a competitor, the following procedure will be implemented to correct the oversight while maintaining fairness and transparency.

This procedure will only be applied in cases where no alternative solution can ensure fair representation for the competitor. Errors must be identified, and documentation submitted via email by the State Leader only to the Competitive Events Manager within one (1) week of the close of NLC State Leader Verification.

- Error must be well documented and out of the control of the student competitor(s).
- The error must involve administrative oversight, scoring miscalculations, or technical failures during the SLC. Examples include judge error, penalty point error, tabulation error, state staff issue.
- The State Leader must provide documentation, including event results, scoring sheets, and/or technical reports verifying the nature of the error. The exemption request must include a detailed report of the error, the competitor(s) impacted, and any relevant supporting documentation, along with a description of all other actions taken to resolve the circumstance prior to the appeal, such as offering the member(s) different events, move-ups/substitutions, etc.

- CEOT may allow the affected competitor to be entered into the national event, even if it exceeds the entry limit for the state, provided the error is verified and a resolution cannot be reached through other means.
- If the CEOT allows the exemption, the state will be assessed a \$200 fee.

All fees collected will go to the NLC Scholarship Fund.

4.4 Change in Posted Schedules & Late Arrivals

Competitors will be allowed to compete until such time that the results are finalized, or the participation would impact the fairness and integrity of the event, as determined by CEOT. If judges have left the competitive event area, it is no longer possible to compete.

Five penalty points will be assessed for late arrivals in any competitive event. This is given on an individual basis for individual events, and to the whole team if event is a team event.

Testing or presenting prior to the scheduled time is not allowed in the Middle School or High School divisions.

4.5 Cheating

The cheating policy aligns with the [Honor Code](#) and Competitive Events Guidelines. Violations of the Honor Code will result in disqualification.

4.6 Roles & Responsibilities for Administering Competitive Events

Role	Responsibility
State Leader	State Leader is needed to appoint trusted adults to serve in competitive events volunteer roles.
Event Administrators	The administrator oversees the running of the event at the National Leadership Conference. They orient and organize the volunteers and ensure the event is running on time. Administrators serve as the liaisons between the Competitive Events Operations Team and the event volunteers.

	State Leaders and their designees may serve as administrators. These individuals are responsible for the on-site coordination of the event, including greeting judges, answering their “how-to” questions, assisting judges in determining finalists and winners, and flagging CEOT members as necessary when questions arise. Administrators may only answer policy and procedure questions addressed in the informational documents that are provided to judges and administrators; otherwise, a CEOT member must decide.
Judge Manager	The judge manager oversees their event judges at the National Leadership Conference. They orient and organize the judges and ensure the event is running on time. Judge managers serve as the liaisons between the Competitive Events Operations Team, Event Administrator, and the event judges.
Section Leader	The section leader oversees their event section at the National Leadership Conference. They greet the competitors and, working with the timer, ensure the event section is running on time. Section leaders work with competitors and judges within their section and report to the event administrator.
Timer	The timer keeps time during their event section at the National Leadership Conference. They greet the competitors and, working with the section leader and/or event administrator, ensure the event is running on time.
Event Assistant	The event assistant provides a calming, welcoming demeanor to competitors. The event assistant checks competitors in for their event and moves them to the holding area for their competition. They work with the section leader to ensure the event section is running on time.
Test Proctor	The proctor protects the integrity and administration of tests administered at the National Leadership Conference. Proctors will be stationed in the testing area of the respected assignment.

Welcoming Committee	To provide a consistent application of Dress Code penalty points, the Welcoming Committee provides an opportunity for competitors to follow the Dress Code and confirms Dress Code penalty points.
Training	Volunteers will receive training prior to the NLC. An online session will be held where individuals will obtain their instructions and assignments and may ask questions. A link to a recording of the training will be provided.

4.7 Assignment of Administrators & Volunteers

Middle School/High School

Each state will be assigned an event(s) to administer during the NLC. The state will be responsible for recruiting the volunteers needed to run the event. The National Center will provide the final number of volunteers needed after the close of competitive event registration. Each state is then responsible for sharing the contact information for their event administrators, judge managers, and Welcoming Committee members with the National Center so that individuals may be included in the necessary training prior to the NLC. Training of other volunteers will be conducted by the State Leaders or event administrators.

Collegiate

All State Leaders and local advisers attending the NLC will be asked during registration to serve in one or more volunteer capacities.

4.8 Judge Eligibility & Assignments

Advisers may only be utilized as judges as a last resort. In most instances, advisers and members serving as judges should not be from the same state as competitors in the event they are judging. Advisers and members may not be from the same school as competitors in the event section they are judging.

Middle School

At least one judge must be a professional in the workforce. Judges must be high school graduates.

High School

At least one judge must be a professional in the workforce; ideally, two judges are business professionals. Judges must be high school graduates and at least 21 years of age.

Collegiate

Because of the expertise required for judged events, judges will first be matched to events based on their occupation and its relation to the event, with the expectation that judges will be professionals in the workforce from the respective event categories.

Assignments

Judges are pre-assigned to a career cluster area, when applicable. When checking in, judges are directed to the area/tables of their assigned event to meet the judge manager. Judges will use an assigned code to access the specific rating sheets required for their event(s).

Scoring

In all cases where judges are involved in scoring an event, the decision of the judges is considered final. All announced results are final upon the conclusion of the National Leadership Conference.

Only Competitive Events Operations Team or National Competitive Events Staff can disqualify competitors from their event.

4.9 Recognition at the NLC

The top 10 entries in each event will receive a recognition item. The top three students in each event will receive a cash award, with the amount of the award to be determined each year based on funds donated.

In the event that an incorrect name is announced on NLC stage, FBLA will promptly investigate and take appropriate corrective action to ensure that official results are accurate and properly recognized. The procedure to address such issue may include identification, verification, notification, correction (or equitable offering) and Recognition.

4.10 Mobile Phones and Smart Devices

Mobile phones and smart devices (such as watches and glasses) are not allowed for use in objective tests or role-play competitions. Use of either will be considered a violation of the Honor Code unless required by a pre-approved accommodation.

4.11 Dress Code for Competitors

Implementation of the FBLA Dress Code shall take place during the competitive event check-in process by an assigned conference staff/volunteer. Competitors who are not following the [FBLA Dress Code](#) will receive a five-point Dress Code penalty.

4.12 Random Scheduling of Competitors in the Preliminary Round of Competition

All competitors who participate in a judged event that requires a preliminary round of competition will be randomly scheduled into a preliminary section using the competitive event management platform.

4.13 Use of Standard Deviation for Prejudging & Production Tests

Prejudged Events

For those events that have a prejudged component where the prejudged score is also part of the presentation score, each section of competitors will have their materials prejudged by a different set of judges. For those competitors who move forward into the final round of competition, their prejudged score will then be calculated using a [normalization process](#) to equalize the scores.

Production Test Events

Production test competitors will be randomly separated into groups of 15 competitors. Each group will be judged by a different set of judges. The scores of each competitor will then be calculated using a [normalization process](#) to equalize the scores.

4.14 Accommodations

Accessibility Commitment

FBLA is committed to providing an inclusive environment that enables full participation by all members.

Purpose

The purpose of this policy is to:

- Ensure equitable access to FBLA competitive events for all members.
- Provide reasonable accommodations that align with participants' documented learning or accessibility needs.
- Maintain competitive integrity and consistency with ADA standards.

Policy

FBLA provides reasonable accommodations for competitors in alignment with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. Accommodations are adjustments made to an event, process, or expectation to allow individuals to participate equitably while maintaining the same standard of performance and competition. Reasonable accommodations are supports that allow access to competitive event activities without lowering standards, giving unfair advantage, or fundamentally altering the event requirements. FBLA will provide reasonable accommodations consistent with those a competitor uses in their regular classroom setting, as documented in an IEP, 504 Plan, or equivalent individualized support plan. Requested accommodations must not fundamentally alter the nature of the competitive event or replace a competitor's knowledge or skills.

Procedure

The accommodation request must be submitted by the local chapter adviser or Collegiate member through the Conference Registration System by the initial conference registration deadline. The National Center does not guarantee that accommodations can be met if requests are submitted after this deadline.

All accommodation requests will remain confidential. FBLA reserves the right to request documentation verifying the need for the accommodation to ensure compliance with ADA requirements. All requests will be reviewed by the National Center or its designee to determine if they are reasonable and consistent with ADA standards. A national FBLA staff member may contact the requester to clarify or discuss the accommodation needs.

No accommodation may be utilized that substitutes a competitor's knowledge or skills or fundamentally alters the nature of the event.

This policy applies specifically to the Competitive Events Program. For questions regarding ADA or accommodation procedures for Competitive Events, contact competitiveevents@fbla.org.

4.15 Language

All FBLA competitive event objective tests and presentations are conducted in English. Students identified and supported as English Language Learners (ELL) within their school setting may bring a physical copy of a translation dictionary to use during testing. Online or electronic dictionaries are not permitted.

FBLA will honor each ELL student's accommodation or language assistance plan, provided it is submitted by the designated National Leadership Conference (NLC) accommodation deadline. When specific accommodations are not clearly outlined in the submitted plan, FBLA may apply the standard accommodation of time and a half for the testing period.

4.16 Review Process for Flagged Questions on Objective Tests

Competitors taking an objective test may flag questions for the Competitive Events Operations Team to review before finalizing results at the NLC. No additional testing time will be allowed for a competitor flagging questions. It's recommended that the competitor write "please review" and, if time allows, return to give further clarification.

Once a test question is flagged, the individual administering online testing will provide the CEOT with the question. The question will be reviewed by a member of the CEOT, or their designee who is competent in the subject area, to recommend the best course of action. If it is determined that a test question should be removed, it will be removed, and all test scores recalculated.

4.17 Competitive Event Observation

Middle School

All rounds of events are closed to audience viewing.

High School

The preliminary round of judged events will be closed to audience viewing. The final round of the presentation category of events will be open to audience viewing if seating is available, excluding Future Business Leader and Job Interview. Competitors in the final round of an event are not allowed to view any of the other presentations in that event.

Collegiate

The preliminary and final rounds of events will be closed to audience viewing.

4.18 Email Addresses

The CEOT recommends that members provide a non-school-based email address for communication between the National Center and the member, as numerous school districts use firewalls that block emails from outside domains.

- Email addresses should be of a professional nature, such as first initial, last name.
- Email accounts should be checked frequently so communications may occur in a timely manner.

For more information, review FBLA's [Privacy Policy](#).

SECTION 5

Fall Conferences

5.1 Career Connections Conference

FBLA offers a Business Case Competition at the Career Connections Conferences for Collegiate members. Below is an overview of how these competitions differ from the NLC processes:

- Eligibility: Any student attending the Career Connections Conference is eligible to participate in the case competition.
- There are no limits to the number of entries per state.
- Late registered entries are not allowed.

Refer to the specific event guidelines for details.

SECTION 6

Improvement & Appeals Process

6.0 Improvement & Appeals Process

The improvement and appeals process shall be housed within the [FBLA Help Desk](#). This form will be the channel for competitive event suggestions, recommendations, and appeals.

Only a competitor, chapter adviser, or State Leader may submit an appeal. The State Leader will be notified if a competitor or chapter adviser submits an appeal. State Leaders and local chapter advisers will be notified if a competitor submits an appeal.

6.1 Review Process

All requests or submissions will be reviewed by the National Center staff upon receipt and categorized as a question/procedural clarity, suggestion or recommendation, or appeal. The form is to be submitted no later than two hours after the competitor has competed in that event. This form is not to be completed for scoring, including appeals to present during the finals round.

Question/Procedural Clarity

Reply from the National Center staff within one week; timeline shared about if/when the CEOT will review this matter.

Suggestion or Recommendation

Acknowledged by the National Center staff within one week; timeline shared about if/when the CEOT will review this matter.

Appeal

If an appeal is received during the NLC, it will be acknowledged as soon as possible and the timeline for resolution and/or next steps provided. If referred to the CEOT, it will be determined if the issue requires attention immediately or after the NLC concludes.

The CEOT is committed to reviewing all Improvement and Appeals form submissions in a timely manner.

6.2 CEOT Decision Making

Decisions regarding competitive event procedural questions are determined by the Competitive Events Operations Team (CEOT) in consultation with the Education Committee, as appropriate.

During the NLC, decisions are resolved by a majority vote of CEOT members present at the conference.

SECTION 7

Amending Policy & Procedure

7.0 Amending Policy & Procedure

The National Competitive Events Operations Manual will be reviewed on an annual basis by the CEOT and is subject to review by the Education Committee.

The CEOT may adjust policies to address extenuating circumstances as approved by the Board of Directors. Any such changes will be posted and communicated to all members, advisers, and State Leaders.

SECTION 8

Closing

8.0 Closing

Please direct any questions or comments to the FBLA Competitive Events Manager:



Lacy Beanland-Kirk

Competitive Events Manager

Future Business Leaders of America

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