

**WMSRA BOARD POLICY 09-004**  
**VIOLATION OF ASSOCIATION BY-LAWS**

1. PURPOSE

The purpose of this policy is to delineate the procedure for how the WMSRA (the Association) will discipline its membership for violations of the Association By-Laws pursuant to those by-laws.

2. ELIGIBILITY FOR DISCIPLINE

Only members of WMSRA as identified by the Secretary are eligible for discipline. See Board Policy 09-001 for membership requirements.

3. TYPES OF DISCIPLINE

- A. Verbal Warning- the President of WMSRA or the Vice-President acting as Chairperson of the Ethics and Grievance Committee may issue a verbal warning to any Association member for the following failures to comply with the WMSRA By-Laws:
1. Not wearing a proper uniform as required by the MHSAA and/or USSF.
  2. Not honoring an accepted game assignment by either failing to appear or being late for an accepted match.
  3. Making publically disparaging or negative remarks about a fellow Association member.
  4. Swearing or using foul language or inappropriate language while officiating regardless of whether it is self-directed or said to another person.
  5. Abuse of official authority as an official in order to intimidate or harass a player, coach, spectator or school or league official.
  6. Any other violations of Association By-Laws or Board Policies.
- B. Written Reprimand- the President or Vice-President, acting as in Section 3A, shall issue a written reprimand to any Association member for the following conduct:
1. Any repeated violation of Section A behavior within one (1) calendar year of a previous violation.
  2. Any verbal assault or abuse of any player, coach, fan, school official, league official or fellow referee.
  3. Knowingly working a game with a suspended Association member or an expelled Association member. See Article VII of the By-Laws.
  4. Knowingly working a game from a league served by WMSRA without approval of an authorized assigner.
  5. Failing to pay yearly dues or attend the Annual General Meeting without acceptable excuse.

- C. Mandatory Appearance Before the Ethics and Grievance Committee- any Association member who commits the following behavior shall be suspended from Association membership and not be allowed to officiate until that person appears before the Ethics and Grievance Committee:
1. Any repeated behavior within one calendar year as delineated in Section B.
  2. Any physical assault on any player, spectator, coach, school or league official or another referee.

4. PROCEDURE FOR CONDUCTING DISCIPLINARY HEARINGS BY THE ETHICS AND GRIEVANCE COMMITTEE

- A. The Ethics and Grievance Committee shall meet with the offending official as soon as practical after a complaint, either verbal or in writing, has been received by any Board Member of WMSRA or by any assignor. The meeting shall not be more than fourteen (14) days after the matter has been brought to the Associations attention.
- B. The President of the Association or the Vice-President, as directed by the President, shall act as facilitator of the hearing.
- C. The meeting may be adjourned for up to fourteen (14) additional days to allow the responding official time to prepare a defense to the allegations. The President may order the Vice-President to complete an independent investigation of the matter during this time. The need for an independent investigation is also good cause for an adjournment. Any investigation by the Vice-President or other person as directed by the President shall be in writing and shall be made available to all Committee members and the respondent official:
1. The investigative report shall include a list of any and all witnesses to the alleged misconduct. The Committee may request some or all of those persons to appear at the Disciplinary Hearing. All members of the Association are expected to cooperate with the Disciplinary Hearing procedure.
  2. All persons appearing before the Committee may be questioned by any Committee member and the respondent official. The respondent official may present any written material to the Committee as they deem necessary as well as having any person appear before the Committee that they can secure.
- D. The Committee, after hearing all presented information and after reviewing all presented written information, shall make a decision and take appropriate action within three (3) calendar days after the meeting. The Committee shall do one or more of the following:
1. Find that no violation of the By-Laws or Board Policy occurred.
  2. Issue a verbal or written reprimand.
  3. Suspend the official from officiating for up to 90 days.
  4. Expel the official from the Association.
  5. Take such other action that will benefit the official, the Association and that will be for the good of the game.

Adopted: ----- R. Scott Ryder, WMSRA President