

## **CFOA Standards and Discipline**

The sanctions and procedure that follow are based on Article IX of the CFOA Constitution which is extracted below for your convenience.

### **ARTICLE IX –STANDARDS and DISCIPLINE**

**Section 1.** It is the duty of each member of this organization to maintain conduct so that the general public, the participants, the coaches, league commissioners, and member schools of the Colorado High School Activities Association have absolute confidence in the integrity of this organization.

**Section 2.** Each member of this organization, by the act of becoming a member, hereby agrees to:

(a) Comply with the National Federation of High School Associations Code of Ethics and the policies and procedures of the Colorado High School Activities Association.

(b) Avoid illegal, unethical, or immoral conduct that adversely affects the ability or appropriateness of the official to perform officiating duties in interscholastic athletics or activities. If the member, as an adult, has been convicted of or pleaded “guilty” or “no contest” to any criminal charge, felony or misdemeanor, that impugns the officials’ reputation, integrity or fitness to act as an official it shall be considered unacceptable. Any type of conviction for a crime of domestic violence, financial impropriety, illegal acts involving a weapon, or moral turpitude shall be considered exceptionally serious and grounds for substantial discipline.

(c) Conduct himself or herself in a professional manner consistent with the integrity and respect due the game of high school football, the student athletes, coaches, game management, parents and fans while representing the Association. Professional responsibility of all officials includes: encouraging, promoting, displaying and enforcing sportsmanship, improving rules and mechanics knowledge, avoiding any conflict of interest or appearance of impropriety, communicating with all game personnel in an appropriate manner, completing all reports and required documents whether for game administration or those required by the assignors, schools or CHSAA including for contracting purposes or payment.

(d) Prepare for the game conditions of the games assigned and be free of any injury or impairment that would be detrimental to officiating.

(e) Adhere to the uniform requirements of the Association and strive to obtain and maintain an athletic appearance. Each official is responsible to have appropriate medical examinations prior to officiating to protect their own and other participants’ health. Football requires the ability to properly cover the plays of a game, including mobility, agility, strength and stamina. Physical fitness and appearance may be considered in the selection of officials for regular season and playoff game assignments.

(f) Correctly apply the NFHS rules and utilize the procedures in the CFOA Mechanics Manual.

(g) Not use alcoholic beverages, marijuana, illegal drugs or impairing medications on the day of participation as an official in any game or event that this Association is a sponsor or a participant. This prohibition shall continue during said day until the game or event is over and the member is no longer identifiable as a representative of this Association.

(h) Not use tobacco or tobacco products on and in the vicinity of the playing field or on school grounds.

(i) Not gamble on any high school sporting event.

(j) Not solicit from, nor pay a fee or provide other benefit to any individual or organization for the purpose of receiving a game assignment.

(k) Abide by any other policies issued by the Board of Directors.

**Section 3.** Officials who violate section 2 of this Article shall be subject to discipline. Reports of possible violations will be investigated and, if substantiated, the member may be sanctioned by the Association. Discipline may include probation, supervision, game suspensions, assignment limitations, or membership restrictions to include a lifetime ban.

**Section 4.** Each member is responsible to report violations of section 2 of this Article, in writing and signed, to the Area Director(s) of his Area within one week after such violation comes to the attention of the reporting member.

**Section 5.** Any representative of a CHSAA-member school may report a possible violation of section 2 of this Article to an Area Director, either verbally or in writing. The Area Director may prepare a written summary of the allegation, citing the name and affiliation of the complainant.

**Section 6.** Each Area Director, upon receipt of any such report must investigate the allegation. If the Area Director reasonably finds that a violation occurred, the Area Director may assess an appropriate penalty or refer the matter to the Executive Committee for determination of a penalty.

**Section 7.** Any official disciplined by this Association may petition to have the finding reviewed first by the Executive Committee which shall have the power to affirm, increase or set aside the penalty. If upheld by the Executive Committee, the official may then petition to have the finding reviewed by the entire Board of Directors, at the Board's next scheduled meeting. The Board shall have the power to make a final decision regarding the finding.

**Section 8.** Any member of this Association whose name is stricken from the rolls may be re-admitted to membership only with the approval of the Board of Directors and the satisfactory completion of Article V, Section 3 of this Constitution.

#### **CFOA SANCTION PROCEDURE**

Normally all complaints will be investigated by the Area Director. The Executive Committee will rule on the following:

1. Area Director is involved.
2. Area Director has a conflict of interest.
3. The act was especially serious (per agreement of Area Director and CFOA President).
4. The individual has a previous offense.
5. Playoff game.
6. Requested by CSHAA.

Any sanction can be appealed to the next level. The levels are:

1. Executive Committee.
2. Full Board of Directors (Majority Vote)

On appeal, the sanction may be reversed, confirmed or modified.

### Sanctions

If the CFOA board of directors or its designee has found that an official has conducted him or herself in violation of the CFOA Constitution, Article IX, they may impose one or more of the following sanctions:

1. Written reprimand.
2. Probation (automatically included for all offenses).
3. Monetary fine.
4. Game suspension. The official can be suspended from any game assignment for the next game(s) or the remaining portion of his or her season or future seasons as the CFOA Executive Board or its' designee determines
5. Game restriction (No varsity, playoffs, etc.)
6. Membership revocation
  - a. Prior to the revocation of an official's registration, the official will be notified of the allegations against him or her. If there is no agreement or resolution, a hearing will be held before the CFOA Executive Board or its designee. At this meeting, the official will be entitled to respond to the charges and to present information on his or her behalf. Any revocation can be made to extend beyond the current period for which the official is registered and can preclude registration in subsequent years.
  - b. If an official's registration is revoked, he or she may make a written application to the CFOA Executive Board for rescinding the revocation. The first such application shall not be made sooner than two (2) months after the revocation is imposed
  - c. Upon such application, the CFOA Executive Board or its designee shall conduct a hearing to determine if good cause exists to rescind the revocation. If good cause is found, the termination may nonetheless be made conditional, as the CFOA Executive Board or its designee deems appropriate.