

ARTICLE FOUR
STANDING COMMITTEES

- 1.I meet at least once (1) a month and at any other time directed by the President. A majority of the Board may direct the President to call a meeting of the Board of Control. The Board shall publish notice of its meetings, along with the agenda, at least three days prior on the Association web site. By unanimous consent of the voting members, the Board may hold an emergency meeting at any time, provided it notices the membership, including the agenda of what was discussed, within 24 hours of the meeting conclusion.

Section 2. APPEALS Committee.

2.1 Purpose

To provide a code of Ethical Conduct and to provide due process to the membership of SNOA. To serve as the Board of Appeals for decisions of the Board of Control, All Sports Board, Individual Sports Boards, and the Election Committee, related to the Bylaws, List of Prohibited Activities and the NFHS and NIAA Codes of Ethics. It may have other duties as described in the By-laws or directed by the SNOA President.

2.2 Committee

The Appeals Committee shall consist of one active member of the association representing each sport. The representatives shall be recommended by each sports board and approved by the SNOA All Sports Board. The members shall serve staggered three year terms. Members of the Board of Control, Individual Sports Boards, Assignors, or the Election and Finance Committees shall not be eligible to serve. It shall annually elect its own Chair from its members, who shall be responsible for calling meetings, preparing the agenda, and any other duties as required. The Chair may not vote except as needed to break ties.

All appeals resulting from disagreement with the Appeals Committee findings will go before the SNOA Board of Control for final review and decision. If the complaint is against a Board of Control member or the Board of Control, the All Sports Board will become the board of appeal.

2.3 List of Prohibited Activities

The List of Prohibited Activities for SNOA members shall consist of the following, and any other activities properly approved under the provisions of these Bylaws and contained in Appendix A.

- A. Failure to remain in good standing by nonpayment of dues prior to the start of the sport season.
- B. Failure to attend the prescribed meetings.
- C. Unprofessional or unethical conduct on or off the field, including making intentionally false statements or knowingly submitting false documents to an officer of the Association, the Commissioner, or the NIAA.

- D. Open criticism of other officials, coaches, players or administrators except in the prescribed manner at Association, Chapter or NIAA Board of Control meetings.
- E. Use of intoxicating beverages or illegal substances within twelve (12) hours prior to the officiating assignment.
- F. Withdrawal from officiating and/or failure to meet scheduled assignments without a valid reason.
- G. Officiate a contest in which he/she has a conflict of interest because of a personal or professional relationship, including, but not limited to, being related to a participating coach or athlete, working for, or having recently worked for a school involved in a contest, or having a business relationship including off season coaching with the coach of a particular school. It is the responsibility of the official to determine when a conflict, or the appearance of a conflict, may exist, and to remove themselves from the contest. When scheduled for a multi-school event such as a track meet, swim meet, or basketball tournament, at which the participants in each event, match, or game cannot be known in advance, officials must notify the lead official as soon as they identify a conflict or potential conflict, must recuse themselves from situations where a conflict or appearance of conflict may occur, and must, at all times, exercise their best professional judgement.
- H. Sale or use of SNOA membership information, including names, addresses, telephone numbers and email addresses for business purposes without the prior consent of the President.
- I. Conviction of a felony crime involving the use, possession or sale of a controlled substance.
- J. Conviction of a misdemeanor or felony crime of domestic violence as defined in the Omnibus Consolidated Appropriations Act of 1997 (Pl. No. 104-2981, 110 Stat. 3009); or a gross misdemeanor or felony crime involving contributing to the delinquency of a minor, sexual misconduct involving a minor or any other such crime involving a minor which includes moral turpitude as one of its elements.
- K. No official who is a coach or in athletic administration in a sport they officiate may officiate in the league in which their school competes, defined as the entire 4A, 3A, 2A, and 1A leagues. An official who is a coach or in athletic administration in any sport may not assign officials to games or matches in the league in which their school competes, defined as the entire 4A, 3A, 2A, and 1A leagues, regardless of the sport assigned. This shall not be construed to override the NIAA exceptional circumstance provisions, nor alter the case-by-case exception granted in these By-Laws to officials involved in multi-school meets.

2.4 Duties of the Committee

In the event of a formal complaint of an ~~alleged ethics violation or an~~ appeal of a decision of a board or committee, the committee shall:

- a. conduct an administrative hearing to examine the evidence,
- b. take testimony, written statements or affidavits as needed,
- c. determine the facts and whether or not a violation of the Code of Ethics has occurred, and
- d. Upon finding that a violation of the Code of Ethics has occurred, make a determination on the appropriate action needed.

2.5 Filing Of a Formal Complaint

An SNOA member may submit a complaint to the SNOA Secretary. The complaint must be in writing, signed and dated by the individual filing such complaint. The written complaint must be filed within 30 days of the alleged incident or within 30 days of discovering the alleged incident in order to provide timely review of any alleged incident, and must include any and all evidence available at the time of filing.

ARTICLE SIX
DISCIPLINARY ACTIONS AGAINST MEMBERS

Section 1. Fines. The Association shall maintain a schedule of acts by officials which are subject to fine. This schedule shall be prepared by the All Sports Board and approved by majority vote of the membership at the Association Annual Meeting. Each individual sport, with the consent of its members and the All Sports Board, may add sport-specific fines to the schedule, which shall be published in the Officials Manual for that sport. Individual Sports Boards are responsible for enforcing the fine schedule, and may delegate that responsibility in whole or in part to their Assignor.

Section 2. Prohibited Activities. The list of prohibited activities for members of the Association shall include the items provided for in Article 4, Section 2 of the Bylaws, any additional items required by the NIAA, and any items passed by the membership of the Association upon the recommendation of the All Sports Board, and placed in Appendix A.

Section 3. Suspension by Individual Sports Board. The Individual Sports Board may suspend an Active Member for a period of up to one year for violations provided for on the list of Prohibited Activities. A notice of the suspension, including a full explanation of the reasons for the suspension, its length, and the requirements, if any, to return to Active status, will be sent by registered mail to the last known address of the official within seven (7) working days of the Board meeting, by the SNOA Secretary. Suspension requires a majority vote of the suspending Board. The Individual Sports Board shall notify the Appeals Committee, which may act under section [4].

Section 4. Suspension by Ethics Committee. Upon notification by an Individual Sports Board, the Appeals Committee may suspend an Active Member from all sports for a period up to one year. A notice of the suspension, including a full explanation of the reasons for the suspension, its length, and the requirements, if any, to return to Active status, will be sent by registered mail by the SNOA Secretary to the last known address of the official within seven (7) working days of the Board meeting. Suspension requires a majority vote of the Committee.

Section 5. Expulsion. The Appeals Committee may expel an Active Member for violations provided for on the list of Prohibited Activities. Expulsion is for an indefinite period. A notice of the expulsion, including a full explanation of the reasons for the expulsion, and the requirements, if any, to return to Active status, will be sent by registered mail to the last known address of the official within seven (7) working days of the Board meeting. Expulsion requires a two-thirds vote of the Committee .

Section 6. Appeal of Individual Sports Board Action. Within 30 days of the imposition of a fine, suspension, or other action by an Individual Sports Board, the member may appeal to the Appeals Committee according to their published policies and procedures.

Section 7. Appeal of Appeals Committee Action. Within 30 days of an action by the Appeals Committee, the member may appeal the decision by sending a letter to the Secretary of the Association, which shall provide the opportunity for a hearing before the Board of Control. An expelled member may request reinstatement at any time through the same process, provided at least one year has elapsed since the most recent hearing on the matter.

Section 8. Status of Officials After Suspension, Expulsion, and During Appeal. A fine, suspension, or expulsion is considered to be in effect during the appeal process, unless the President determines otherwise. Fines do not remove an official from Active status. Suspension by an Individual Sports Board removes an official from Active status only in that sport during the period of

the suspension. Suspension or expulsion by the Appeals Committee removes an official from Active status in all sports, and from the Association as a whole.

Section 9. Procedural Requirements. Unless the official filing the appeal agrees otherwise, the hearing to resolve any appeal must take place no sooner than seven days after the receipt of the request for appeal, and no later than the date of the next regular instructional meeting of that sport after the seven day period. The official requesting the hearing may be present at the hearing, but not the deliberations, unless the Committee or Board agrees otherwise. The official may bring a representative with them, and may call witnesses in their defense, though the Committee or Board may limit the number. The Board, Committee or person originating the appealed act may be present at the hearing, but not the deliberations, unless the official is present as well. The Committee may set reasonable and identical limits on the length of presentation by all persons. Decisions must be rendered by the Board or Committee on the day of the hearing, and communicated to the official in writing.

Section 10. Appeals to NIAA. Any suspension or expulsion may be appealed to the Executive Director of the NIAA per the Officials Constitution of the NIAA, after all administrative remedies within the Association are exhausted. The NIAA Board of Control hears appeals of denial or revocation of the certification of an official for certain criminal acts defined in the NIAA Officials Constitution.

APPENDIX

SNOA Ethics Policy List of Prohibited Activities

The SNOA Ethics Policy List of Prohibited Activities shall consist of the NFHS Official's Code of Ethics, the NIAA list of reasons for loss or suspension of membership, and additional activities approved by the All Sports Board and membership of the SNOA.

NFHS Official's Code of Ethics

1. Officials shall master both the rules of the game and the mechanics necessary to enforce the rules, and shall enforce authority in an impartial, firm and controlled manner.
2. Officials shall work with each other and their state associations in a constructive and cooperative manner.
3. Officials shall uphold the honor and dignity of the profession in all interaction with student-athletes, coaches, athletic directors, school administrators, colleagues, and the public.
4. Officials shall prepare themselves both physically and mentally, shall dress neatly and appropriately, and shall comport themselves in a manner consistent with the high standards of the profession.
5. Officials shall be punctual and professional in the fulfillment of all contractual obligations.

6. Officials shall remain mindful that their conduct influences the respect that student-athletes, coaches, and the public hold for the profession.
7. Officials shall, while enforcing the rules of play, remain aware of the inherent risk of injury that competition poses to student-athletes. Where appropriate, they shall inform event management of conditions or situations that appear unreasonably hazardous.
8. Officials shall take reasonable steps to educate themselves in the recognition of emergency situations that might arise during the course of competition.
9. Officials shall maintain an ethical approach while participating in forums, chat rooms, and all forms of social media.

Officials Shall Not:

10. Fail to remain in good standing by nonpayment of dues prior to the start of the sport season.
11. Fail to attend the prescribed meetings.
12. Exhibit unprofessional or unethical conduct on or off the field, including making intentionally false statements or knowingly submitting false documents to an officer of the Association, the Commissioner, or the NIAA.
13. Openly criticize other officials, coaches, players or administrators except in the prescribed manner at Association, Chapter or NIAA Board of Control meetings.
14. Use intoxicating beverages or illegal substances within twelve (12) hours prior to the officiating assignment.
15. Withdraw from officiating and/or fail to meet scheduled assignments without a valid reason and/or without notifying the assignor in time that a replacement official may be obtained.
16. Officiate a contest in which he/she has a conflict of interest because of a personal or professional relationship, including, but not limited to, being related to a participating coach or athlete, working for, or having recently worked for a school involved in a contest, or having a business relationship including off season coaching with the coach of a particular school. It is the responsibility of the official to determine when a conflict, or the appearance of a conflict, may exist, and to remove themselves from the contest. When scheduled for a multi-school event such as a track meet, swim meet, or basketball tournament, at which the participants in each event, match, or game cannot be known in advance, officials must notify the lead official as soon as they identify a conflict or potential conflict, must recuse themselves from situations where a conflict or appearance of conflict may occur, and must, at all times, exercise their best professional judgement.
17. Sell or use SNOA membership information, including names, addresses, telephone numbers and email addresses, for business purposes without the prior consent of the President.
18. Be convicted of a felony crime involving the use, possession or sale of a controlled substance.
19. Be convicted of a misdemeanor or felony crime of domestic violence as defined in the

Omnibus Consolidated Appropriations Act of 1997 (Pl. No. 104-2981, 110 Stat. 3009); or a gross misdemeanor or felony crime involving contributing to the delinquency of a minor, sexual misconduct involving a minor or any other such crime involving a minor which includes moral turpitude as one of its elements.

20. Solicit or accept any gift, favor, entertainment, meal, loan, or anything of value for self or family from any person seeking contractual or other business with the SNOA and its members, or in any manner which might be construed by reasonable persons as influencing the performance of the official's duties.
21. Engage in any business with non-members, either directly or indirectly, which is inconsistent with the conscientious performance of SNOA principles.
22. Fail to comply with the NFHS requirements regarding use of tobacco products by officials, coaches, and student-athletes contained in each sport's rule book.
23. Fail to uphold the Bylaws and legal restrictions of the SNOA and its members therein or be a party to their evasion.
24. Discriminate in any form, including, but not limited to, race, gender, age, national origin, or religion in the conduct of duties with the SNOA.
25. Fail to arrive at the game/match with sufficient time to inspect the facilities and equipment, discuss ground rules, instruct supplementary officials, and discuss pertinent information with the coaches.
26. Seek to influence a coach for the purpose of promoting personal officiating responsibilities.
27. Solicit games/matches unless he/she is operating within the limits of the SNOA Bylaws.
28. Engage in scouting activities or engage in conversation with coaches regarding their opponents or potential opponents.