



**PIAA REGISTERED SPORTS
OFFICIALS' MANUAL**



**PENNSYLVANIA INTERSCHOLASTIC
ATHLETIC ASSOCIATION, INC.**

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INTRODUCTION

To: PIAA-Registered Sports Officials

The Pennsylvania Interscholastic Athletic Association, Inc. (PIAA) believes strongly that officiating is a major factor in the governance and success of interscholastic athletic programs.

Therefore, it is essential that officials adhere to specific rules and regulations that will assist in informing them of proper and current rules interpretations. It is vital that officials familiarize themselves with the information provided in this booklet to assist them in keeping their registration in good standing.

In addition, it is the recommendation of the PIAA Sports Medicine Advisory Committee that sports officials follow the American Medical Association guidelines of having an annual physical examination before attempting any vigorous physical activity. It is part of good personal health maintenance to have an annual physical and participate in an exercise program. Good health habits that contribute to one's physical well being will assist all officials in keeping up with the game.

The PIAA-Registered Sports Officials' Manual is published as a service to all registered sports officials. The development and writing of this Manual has been reviewed and approved by the PIAA Officials' Council and the PIAA Board of Directors. The publishing of this Manual supersedes all other editions.

Revised October 3, 2017

FOREWORD

In competitive athletic Contests, the Contest official represents the ultimate in integrity for any competition. By their very nature, sports officials are neutral and are responsible to keep the Contests played on equal terms. Through actions on and off the competition surface, sports officials must earn the respect and confidence of coaches, contestants, and spectators.

This confidence and respect is not earned by words, but by unquestioned honesty, demonstrated ability, obvious devotion to, and full understanding of, the competition.

The rules of interscholastic athletics are, for the most part, complex. They are difficult to read, understand, and interpret. Unless one is willing to devote a large amount of time, energy, and personal effort, it is best to find some other avocation, and leave sports officiating to those men and women whose dedication is total.

Mere book knowledge of the rules does not make sports official. To a sports official, knowledge of the rules is basic. To achieve excellence, a sports official must combine knowledge with good officiating mechanics. The Contest official is responsible to see that all contestants receive his/her best efforts that each play is considered with consistent judgment, with intelligence, understanding, courage, and without intimidation.

A sports official must possess a strong desire to continually improve, an interest in being more than just an average sports official, a motivation to be the best. No one can give a sports official "heart" or desire.

All sports officials will not reach the pinnacle, but when a sports official stops learning, he/she has stopped his/her growth as a sports official.

Sports' officiating is a vigorous profession, and it demands that a sports official be in excellent physical condition, able to give the very best, on every play, in every Contest.

DR. ROBERT A. LOMBARDI
EXECUTIVE DIRECTOR

2017-2018
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CONTEST RULES AND PIAA STATEWIDE RULES INTERPRETERS

Sport	Contest Rules	PIAA Statewide Rules Interpreter
Baseball	National Federation of State High School Associations (NFHS)	Andrew W. Keteles 85 Locksley Dr., Pittsburgh 15235 (H) 412/825-0599 E-Mail: heyump7@comcast.net
Basketball	National Federation of State High School Associations (NFHS)	David Wright 410 West Locust St., Clearfield 16830 (H) 814/768-9639 E-Mail: davewright@atlanticbb.net
Bowling	United States Bowling Congress (USBC)	None
Competitive Spirit	National Federation of State High School Associations (NFHS)	None
Cross Country	National Federation of State High School Associations (NFHS)	James R. Ellingsworth 521 Springfield Rd., Shippensburg 17257 (H) 717/776-7920 E-Mail: jrell@kuhncom.net
Field Hockey	National Federation of State High School Associations (NFHS)	* Sandra A. Yost 233 Fairhill Rd., Hatfield 19440 (C) 215/872-1970 E-Mail: syost77706@aol.com
Football	National Federation of State High School Associations (NFHS)	Paul J. Sheehan 725 Throop St., Dunmore 18512 (H) 570/344-7174 E-Mail: paul.sheehan@yahoo.com
Golf	United States Golf Association (USGA)	None
Gymnastics - Girls	National Federation of State High School Associations (NFHS)	Nancy V. Claar 7097 Kilarney Dr., Fayetteville 17222 (H) 717/352-7531 E-Mail: nancybrevt@aol.com
Lacrosse - Boys	National Federation of State High School Associations (NFHS)	Scott Dede 904 Samantha Cir., Chester Springs 19425 (H) 610/458-1913 E-Mail: scottdede22@yahoo.com
Lacrosse - Girls	USLacrosse Official Rules for Women's Lacrosse	Karen F. Blaine 9692 Stagecoach Rd., Kutztown 19530 (H) 610/285-6705 E-Mail: krblai@aol.com
Rifle	National Rifle Association (NRA)	None
Soccer	National Federation of State High School Associations (NFHS)	Dr. Stanley E. Latta 210 Brothers Ct., Port Matilda 16870 (H) 814/231-2890 E-Mail: sx11@psu.edu
Softball	National Federation of State High School Associations (NFHS)	* Dennis Mader 1142 Cross Creek Rd., Burgettstown 15021 (C) 412/889-5069 E-Mail: dmader66@gmail.com
Swimming and Diving	National Federation of State High School Associations (NFHS)	Constance J. Harakal 5611 Hemlock Pl., Orefield 18069 (H) 610/398-4947 E-Mail: charakal7074@gmail.com
Tennis	United States Tennis Association (USTA)	None
Track and Field	National Federation of State High School Associations (NFHS)	James R. Ellingsworth 521 Springfield Rd., Shippensburg 17257 (H) 717/776-7920 E-Mail: jrell@kuhncom.net
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Water Polo	National Federation of State High School Associations (NFHS)	Constance J. Harakal 5611 Hemlock Pl., Orefield 18069 (H) 610/398-4947 E-Mail: charakal7074@gmail.com
Wrestling	National Federation of State High School Associations (NFHS)	Dr. John A. Hosage 551 South Main Rd., Mountain Top 18707 (H) 570/678-3376 E-Mail: johnhosage@aol.com

*Denotes current member of National Federation of State High School Associations (NFHS) Rules Committee.

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I. EXPLANATION OF OFFICIALS' POLICIES, PROCEDURES AND REQUIREMENTS

A. Application Procedure

1. New applicants must complete the "Application for Registration" form. This can be completed online or printed and mailed in with the application fee.
2. The application is valid only for tests taken within the one-year period of the date on which the application was received in the PIAA Office.
3. Applicants may apply for a maximum of one (1) sport on each application.
4. A non-refundable application fee of thirty dollars (\$30.00) must accompany the application form.
5. The application fee will provide credit for the first season's registration fees for a given sport in which approval is received.
6. The PIAA Registered Sports Officials' Manual, the respective rules book(s) and the notification of the times and sites of the officials' examination will be provided for all new applicants.
7. All applicants must be eighteen years of age or older and/or a high school graduate, of good moral character, and must meet the requirements established by the Board of Directors (Minutes, Board of Directors, PIAA Summer Workshop, July 28, 1988, p. 10).
8. The Executive Director reserves the right to reject any application. If an application is rejected, the registration fee will be refunded.

B. Officials' Examination

1. Schools, clinics, seminars and symposiums may be held by chapters and districts to prepare and tutor applicants in the officials' examination procedure. Applicants may want to contact local chapters or district officials' representatives to learn the times and sites of any existing sessions.
Individualized testing at unapproved sites is prohibited.
2. An applicant will take the sport's examination online and will receive immediate results.
3. Examinees must receive a score of seventy-five percent (75%) or better on the examination in order to receive registration in the sport.
4. If the applicant's examination score is below the acceptable seventy-five (75) percent level, the applicant may re-take the failed officials' examination(s), one additional time, during the one-year period from the date the application for registration was filed.
5. After taking the examination and receiving a passing score, the examinee will receive a letter in the mail indicating their exam results.

If a passing score was achieved, the applicant will receive:
 - A letter indicating that the applicant has successfully passed the examination and is now considered a PIAA-registered official in the sport;
 - A PIAA Official's Emblem;
 - Information regarding chapters to join and an affiliation form to forward to the chapter secretary within 15 (fifteen) days of receipt;
 - Information on obtaining background clearances (if they are not already on file with PIAA).
 - If the official is currently registered in another sport, an updated Official's Identification Card will be sent.
6. Before accepting an assignment to officiate any interscholastic athletic contest, the examinee must have the background clearances uploaded and approved and have received their Official's Identification Card.

C. Officials' Maintenance of Membership Requirements

1. Chapter Membership

- a) All newly registered sports officials must become affiliated with a locally chartered chapter in the individual's sport within fifteen (15) business days after notification of approval by the PIAA Office. "Chapter Affiliation Forms" should be completed by the new official and the chapter secretary, and then returned to the PIAA Office. Information concerning local chapters may be obtained from the PIAA Office. Failure of a newly registered official to comply with this policy will result in suspension.
- b) Every PIAA-registered official is required to be a member of a chapter in each sport in which the individual is registered.
- c) Officials may not maintain membership in two or more chapters in the same sport.
- d) An official must attend a minimum of six (6) chapter meetings during the course of a sport's season, of which only three (3) may be credited prior to the start of the Regular Season (First Play Date). The annual rules interpretation meeting will not be included as attendance at one of the six (6) chapter meetings. An official may attend chapter meetings at another chapter; and that respective chapter secretary must enter the attendance into the online system for that visiting official. It is highly recommended that officials attend their own chapter meetings for their continuing educational component (Minutes, Board of Directors meeting, July 26, 2012). Lack of attendance at six (6) chapter meetings will cause the official to be suspended unless the Assistant Executive Director accepts the official's excuse(s) at season' end. Attendance means physical presence for the complete meeting. No more than one (1) meeting may be credited per Calendar Day.
- e) All officials involved in volleyball with dual seasons must attend one (1) PIAA annual mandatory rules interpretation meeting in the summer and must attend a minimum of six (6) chapter meetings during the fall season. In addition, it is recommended that all officials who officiate in the spring attend one (1) "review" rules interpretation meeting before the start of the spring season conducted by the chapter interpreter prior to the second Monday in March (Minutes, Board of Directors, PIAA Summer Workshop, July 19, 2017).

2. Annual Rules Interpretation Meetings

- a) In accordance with this manual, a primary requirement of all PIAA-Registered Sports Officials is to attend the annual rules interpretation meeting held for their individual sport or sports.
- b) If an official is unable to attend the PIAA Annual Rules Interpretation Meeting offered by the individual's home chapter, the official must do one of the following to remain active:
 - attend a PIAA Annual Rules Interpretation Meeting that is offered by another chapter;
 - attend the PIAA Rules Interpretation Meeting at the annual Officials' Convention;
 - take the online Rules Interpretation Meeting (for a fee) after all other Mandatory Rules Interpretation meetings have been held.

****A second annual rules interpretation meeting may be held in the sports of boys' and girls' lacrosse due to the distance between chapters as well as the starting up and growth of the sport (July 2012 Board of Directors' Meeting Notes).****

- An official should be aware that secretaries and interpreters of all chapters receive a complete statewide schedule of PIAA Annual Rules Interpretation Meetings in June prior to the upcoming school year sports' seasons. Also, all annual rules interpretation meetings are posted in the officials' section of the PIAA web site, under the Rules Interpretation and Chapter Meetings tab.
- The individual official's responsibility will include contacting the secretary or the interpreter of their home chapter to determine the dates and sites of other PIAA Annual Rules Interpretation Meetings conducted by other chapters within the same sport or view these posted meetings upon the PIAA website in the Officials section.

- c) Within PIAA policy, the only excuses that the Executive Director will consider for missing a PIAA Annual Rules Interpretation Meeting will involve circumstances that are absolutely unavoidable and that are completely beyond the control of an official.
- Verification in writing must be submitted to the Assistant Executive Director within seven (7) days following the date of the last interpretation meeting, documenting clearly the reason for absence from the Annual Rules Interpretation Meeting. Documentation in demonstrating and entirely justifying why the official was unable to attend one of the PIAA Annual Rules Interpretation Meetings conducted by a chapter other than the individual's own or online, will be necessary for any consideration.
 - Examples of the types of excuses deemed acceptable will include a serious illness in regard to the official, a serious illness to an immediate family member, or the death of an immediate family member.
 - Because the same approximate timing and scheduling of the annual rules interpretation meetings is maintained yearly, and because the range of the times and sites of the meetings stretches across the state for an approximate four week period along with the option to take the online Rules Interpretation meeting for an approximate four week period after all meetings have been held, work and vacation situations will not be considered excusable.
 - As stated above, an official may attend an annual rules interpretation meeting at another chapter, at the annual Officials' Convention or online after all other mandatory Rules Interpretation meetings have been held to fulfill this annual rules interpretation meeting obligation.
- d) Any PIAA-registered official who fails to attend the PIAA Annual Rules Interpretation Meeting for a given sport's season without an acceptable excuse will lose, through suspension, the individual's privilege as a PIAA-registered official in that sport for one year.

3. Officials' Registration Fees

- a) Annual registration fees are due and payable to the PIAA on or before February 28, or February 29 in leap year, for the ensuing school year. By action of the Board of Directors registration fees increase \$5.00 every five years.
- b) Any official not remitting registration fees by the February 28 or 29 deadline will be assessed a penalty charge of \$25.00.
- c) Any official not remitting registration fees and penalty fee by March 31 will be suspended for one year.
- d) An official may be reinstated for non-payment of PIAA registration fees, if the individual, prior to the date of the first PIAA mandatory rules interpretation meeting in the particular sport, pays the annual registration fee, the penalty fee of \$25.00, and a reinstatement fee of \$75.00.
- e) Registration Fees Timetable:
- October to January 15: Mailing of officials' registration fee bills and payment of discounted rate \$45.00.
 - January 16 to February 28 or 29: Payment period for officials' registration fee bills (face value) \$50.00.
 - March 1 to March 31: Grace period during which a twenty-five dollar (\$25.00) penalty fee must accompany the officials' regular fee.
 - March 31: Last postmarked day on which payments will be accepted. The payment envelope must be postmarked prior to or on the day of March 31. Any payments not made by March 31 will result in a year's suspension of the official in question.

- April 1 to the first Annual Rules Interpretation Meeting in a particular sport, the reinstatement fee may be paid. This fee is \$75.00 plus the late fee of \$25.00 and the regular registration fee of \$50.00. For example, the total for a single sport would be \$150.00, the total for two sports would be \$200.00.

4. Causes for Suspensions

- a) Not fulfilling the following requirements will result in a year's suspension, beginning with the close of the sports season and continuing until the close of the season the following year, except for registration fee suspension:
- A newly registered official must become affiliated with a chapter in the individual's sport within fifteen (15) days after notification of approval by the PIAA Office.
 - An official must attend a minimum of six (6) chapter meetings during the course of the sports year. Attendance means physical presence at and for the entire meeting, six times per year.
 - An official must attend, or complete online, a mandatory annual rules interpretation meeting in the individual's particular sport.
 - An official must pay the annual registration fee by the deadline of February 28 (February 29 in a leap year) or the annual registration fee and penalty fee by the extended deadline of March 31 for the ensuing year. Suspension will be for the fiscal year.
 - An official must pay any properly assessed chapter registration fees. Chapter secretaries are permitted to recommend, in writing, to the Executive Director, the suspension of officials for non-payment of chapter registration fees (Minutes, Board of Directors, Summer Workshop, July 17, 1983: p. 3).
- b) Discretionary Removal

The Board of Directors may remove from the list of registered sports officials any person:

- Whom the Board of Directors has determined to have been biased and/or consistently incompetent or unfair in the official's decisions in Contests, or
- Whose conduct on or off the competition surface renders the official unfit to act as a registered sports official, or
- Who is convicted of forgery, fraud, embezzlement, perjury, and/or another offense which relates to or calls into question the honesty or veracity of the official, or
- Who has been removed for misconduct by a national amateur or professional athletic organization or a state high school association that recognizes and/or registers sports officials, or
- Who, while under suspension herein, engages in conduct defined in the Suspension Section below that would be additional grounds for suspension.

Any sports official removed from the list of registered sports officials under this subsection (b) may reapply for registration after no less than five school years have passed from such removal. Reinstatement is solely within the discretion of the Board of Directors and, in any event, shall not be granted unless the removed sports official (1) meets all of the qualifications and requirements then in place, (2) passes such examination(s) as then may be required by the Board of Directors, and (3), at a hearing before the Board of Directors, demonstrates, by clear and convincing evidence, that the reason(s) for removal have been satisfactorily addressed and that the official currently possesses the character, integrity, moral fitness, and competence to be registered. In granting reinstatement, the Board of Directors may place the official on probation for a defined period of time and under conditions deemed appropriate by the Board of Directors.

c) Suspension

The Board of Directors authorizes the Executive Director to suspend from the list of registered sports officials, for a period determined to be appropriate by the Executive Director, in the applicable sport(s), any person:

- Who repeatedly violates or cancels contracts with PIAA member schools or repeatedly alters proposed contracts without the consent of the other contracting party, or
- Who is charged with any felony of the first, second, or third degree or misdemeanor of the first degree, or
- Who pursues a course of action which is detrimental to the welfare of PIAA, its members, student-athletes, and/or other registered sports officials, or
- Who fails to cooperate with PIAA in any investigation, or
- Whose conduct on or off the competition surface is not conducive to the best interests and/or purposes of PIAA, or
- Who fails to comply with PIAA regulations pertaining to sports officials, and/or with decisions of the Executive Director or Board of Directors relating to the official, or
- Who has been suspended for misconduct by a national amateur or professional athletic organization or a state high school association that recognizes and/or registers sports officials, or
- Who, while on probation herein, engages in conduct defined in the Probation Section below that would be additional grounds for probation, or
- Who has been determined to have been biased and/or palpably unfair in decisions in a Contest, or
- Who repeatedly fails to file with the PIAA Office, within twenty-four (24) hours following the completion of the Contest, a report of disqualification of a Coach and/or contestant under ARTICLE XIII, PENALTIES, Section 8, Disqualification from Next Contest(s), of the PIAA By-Laws.

NOTE: The offenses identified in Section 1-111(e) currently include: (1) criminal homicide; (2) aggravated assault; (3) stalking; (4) kidnapping; (5) unlawful restraint; (6) luring a child into a motor vehicle or structure; (7) rape; (8) statutory sexual assault; (9) involuntary deviate sexual intercourse; (10) sexual assault; (11) institutional sexual assault; (12) aggravated indecent assault; (13) indecent assault; (14) indecent exposure; (15) sexual intercourse with an animal; (16) incest; (17) concealing death of a child; (18) endangering the welfare of children; (19) offenses dealing with infant children; (20) prostitution and related offenses; (21) obscene and other sexual materials and performances; (22) corruption of minors; (23) sexual abuse of children; (24) unlawful contact with a minor; (25) solicitation of minors to traffic drugs; and (26) sexual exploitation of children. The list further includes (1) equivalent or similar crimes under federal law or of another state, United States territory, the District of Columbia, a foreign nation, or under a former law of the Commonwealth of Pennsylvania, and (2) a felony offense under the Controlled Substance, Drug, Device, and Cosmetic Act. This list may be modified, reduced, or expanded by Act of the General Assembly. The list of offenses in effect at the time of violation by the sports official shall be applicable to proceedings to remove or suspend that sports official.

5. Reinstatement of Suspended Officials

The exclusive procedure by which an official, who has been suspended for any length of time and for any reason, may be reinstated as a PIAA-registered official is as follows:

- a) A suspended official must send a new application for registration to the PIAA Office.
- b) A registration fee of thirty dollars (\$30.00) must accompany the application.
- c) The suspended official must take the examination in the sport in which reinstatement is requested and earn a grade of seventy-five percent (75%) or better on the examination.
- d) The annual registration fee for the sport or sports in which reinstatement is requested must be paid (Minutes, Board of Directors, Summer Workshop, July 24, 1986: p. 8).

6. Causes for Probation

The Board of Directors authorizes the Executive Director to place on probation and exclude from eligibility for assignments to District or Inter-District Championship Contests, for a period determined to be appropriate by the Executive Director, in the applicable sport(s), any registered sports official:

- a) Who violates or cancels a contract with a PIAA member school or alters a proposed contract without the consent of the other contracting party, or
- b) Who fails to wear the required uniform, or
- c) Who fails to cooperate with PIAA in any investigation, or
- d) Whose conduct on or off the competition surface is not conducive to the best interests and/or purposes of PIAA, or
- e) Who fails to comply with PIAA regulations pertaining to sports officials and/or with decisions of the Executive Director or Board of Directors relating to the official, or
- f) Who has been placed on probation for misconduct by a national amateur or professional athletic organization or a state high school association that recognizes and/or registers sports officials, or
- g) Who has been accused of being biased and/or palpably unfair in decisions in a Contest, or
- h) Who fails to file with the PIAA Office, within twenty-four (24) hours following the completion of the Contest, a report of disqualification of a Coach and/or contestant under ARTICLE XIII, PENALTIES, Section 8, Disqualification from Next Contest(s), of the PIAA By-Laws.

7. Contracts

The position of the PIAA is aligned with the Pennsylvania Labor Relations Board, which has interpreted athletic officials as being independent contractors, and who, as such, are free to contract their services to any PIAA member school, pursuant to the regulations in the PIAA Constitution. Officials are not employees of PIAA, Inc.

- a) It will be observed that Article XIV, Section 3 of the PIAA By-Laws mentions the words "official contract". The contract, in order to be valid, must be in writing and must be on the printed form that can be obtained at the PIAA Office. School administrators and officials are advised to have all contracts for officiating drawn up in duplicate on the "Official Contract" form in order to guarantee the proper protection to all parties involved.
- b) While it is required that principals or athletic directors of contesting schools personally sign all contracts for games with member schools, it is also required by the PIAA Constitution and Board of Directors' interpretation that contracts with officials must likewise be in writing, drawn up on the official PIAA contract forms, and signed by the principal or athletic director of the home school or one principal or athletic director representing a league or conference.
- c) NO CONTRACT WITH AN OFFICIAL WILL BE CONSIDERED VALID IN CASE OF PROTEST

UNLESS IT IS EXECUTED ON THE OFFICIAL PIAA CONTRACT FORM OR AN EQUIVALENT ELECTRONIC VERSION.

- d) An organized league may authorize one designated principal or athletic director to sign all officials' contracts for that particular league.
- e) In case a member school violates or cancels a contract with an official, the District Committee or PIAA Board of Directors, in their respective jurisdictions, may require a school so violating or so canceling to pay the offended officials the fee or fees for the game or games which have been provided in the official contract. Such failure to live up to the terms of the contract, on the part of a member school, shall be considered a violation of the Constitution and By-Laws of the PIAA.
- f) The above statement will not apply when the violation shall be due to the postponement or cancellation of a game as a result of unfavorable weather conditions, impassable highways or other circumstances beyond the control of the contracting school. When a game is postponed for any of the aforementioned causes, the contract shall be binding for the postponed date unless the official is unable to officiate the postponed game because of a previously signed contract for another game.

In the case of cancelled or postponed games, the official shall be paid only traveling expenses if he appears at the time of the game originally scheduled, without being notified of the postponement or cancellation.

- g) The contract shall not be binding if the official is suspended or dropped from the approved list of officials by the Board of Directors of the PIAA, or if the official is otherwise not in good standing with the PIAA at the time the services are to be rendered. A contract shall likewise not be binding while a school, its team, or the school's athletic relations with its intended opponent have been suspended by a District Committee or the Board of Directors.
 - The Board of Directors may drop permanently from the list of registered sports officials any person who is palpably unfair and biased in his decisions in contests; or any person whose conduct on or off the competition surface unfits him to act as a registered sports official.
 - The Board of Directors authorizes the Executive Director to suspend from the list of registered sports officials, in the applicable sport(s), any person who repeatedly violates or cancels contracts with member schools or repeatedly alters proposed contracts without the consent of the other contracting party; who is charged with aggravated assault, a drug-related offense, or a sex-related offense; who pursues a course of action which is detrimental to the welfare of PIAA or members thereof; who will not cooperate with PIAA; whose conduct on or off the competition surface is not conducive to the best interests of PIAA; or who will not comply with the regulations pertaining to sports officials by the Board of Directors.

8. Fees

- a) Basically, the matter of officials' fees is an agreement between the individual official and the school retaining him/her. A contract, to be valid, shall be in writing, drawn-up according to the prescribed form of officials' contract, and signed by the official and the principal or athletic director of the school.
- b) The Board of Directors does not concede the right to any Chapter of Officials to establish minimum fees for officiating in interscholastic games. The Board of Directors, likewise, does not accord the right of any league or organized group of member schools to establish maximum fees for officials who officiate in their games.
- c) Such unilateral actions by any group of registered sports officials, or any group of member schools, is not in accord with the highest principles of amateur athletics as they should be conducted in the high schools of Pennsylvania.
- d) All PIAA members' schools shall enter into either paper or electronic contracts on the official contract form entitled "Contract for Officials under PIAA Rules", or an equivalent electronic version thereof, with all registered sports officials retained by the schools or assigned by an

assignor. Registered sports officials are independent contractors and therefore, are NOT employees of PIAA, the school, or the assignor. Disputes arising from oral agreements will not be considered by PIAA.

- Interpretation – October 6, 2011

Use by PIAA member schools, including member schools and organized groups of member schools utilizing the services of assignors, or online electronic assignment programs shall meet the requirements of entry of contracts under this provision, provided that all critical terms relating to said contracts are communicated to the PIAA-registered sports officials and the sports officials engage in affirmative acts accepting the assignments.

9. Military Service

- a) The Board of Directors has authorized the Executive Director to waive the annual registration fee of any registered official who has entered into the United States military service unless, however, such military duty is part of a career service.
- b) An official returning from military service to civilian status shall not be required to pay back registration fees. The official shall not be required to take the written examination unless the military service has extended continuously for more than three years.

10. Inactive Officials

- a) An official may become inactive for a period not to exceed two (2) years because of health, employment or moving from the state.
- b) Under certain extenuating conditions an official may remain inactive for a period to exceed two (2) years through approval of the Executive Director.
- c) The official will submit the "Inactive Status Form", signed by the chapter secretary, to verify the inactive status, to the PIAA Office for approval each year that an official plans to be inactive. "Inactive Status Forms" must be filed with the PIAA Office by: **September 1 for Fall Sports; December 1 for Winter Sports; and April 1 for Spring Sports.**
- d) Officials must continue to pay their PIAA annual registration.
- e) Inactive officials will not be required to attend the annual rules interpretation meeting or chapter meetings.
- f) Inactive officials may not officiate any PIAA contests. If inactive officials violate their inactive status, they may be suspended by the Executive Director.

11. Reciprocity with Other States

Officials from states other than Pennsylvania, who are approved by their state high school activities or athletic associations, may be approved by the PIAA on the basis of the Reciprocity Agreement between the PIAA and the respective state high school activities or athletic associations. The same applies to the registration of PIAA officials in other states with which the PIAA has Reciprocity Agreements.

Further, any officials who are suspended as PIAA-Registered Sports Officials will not be permitted the privilege of transfer accorded by Reciprocity Agreements (Minutes, Board of Directors, Summer Workshop, July 24, 1986: pp. 8-9).

12. Retired Officials

- a) Should report their "retired" status to both the local chapter and the PIAA Office to avoid becoming suspended.
- b) A certificate showing the years of service will be issued to retired officials with fifteen (15) or more years of officiating in one (1) sport.

- c) Active officials who have served PIAA member schools for 30 years or more as a registered PIAA official will be invited to attend the PIAA 30 year active officials' banquet held in conjunction with the annual PIAA Officials' Convention.
- d) Honorees are to physically attend this banquet to receive their token of appreciation for these years of service to honor them among their peers. The official's health or family health problems will be given full consideration of an alternate delivery method by their local officials' representative.

D. Application Procedure for a Chapter Charter Including Duties of Chapter Secretaries and Interpreters

1. Only PIAA approved officials may apply.
2. A group of fifteen (15) or more active PIAA officials is required to organize a chapter. Where circumstances warrant, the Executive Director may issue a charter to a lesser number, with possibility of growth, and area development.
3. A resolution for the formation of a chapter, giving reasons for such organization, must be adopted by the group.
4. The group shall adopt its own name, which shall contain the words "Chapter of (Name of Sport) PIAA Officials."
5. The Constitution of the Chapters of Registered Athletic Officials of the PIAA must be adopted by the group prior to the issuance of a charter.
6. The group shall elect officers consisting of President, Vice President, Secretary-Treasurer, or Secretary and Treasurer, Interpreter, and at least two additional members who, with the elected officers, shall comprise the Executive Committee of the chapter.

a) CHAPTER SECRETARIES shall:

- Record, online, within (7) days following the date of the rules interpretation meeting in a particular sport:
 - The names of persons from the local chapter who were present at the annual rules interpretation meeting;
 - The names of persons from other chapters who were present at the annual rules interpretation meeting;
 - The schools / coaches who were present at the annual rules interpretation meeting.
- At the close of each sport's season, submit to the PIAA Office, an "End of Year Chapter Summary Report," which includes the next season's chapter officers. This report can be found under the Manage Meetings section of the PIAA website after signing in and must be submitted no later than seven (7) days after the last chapter meeting.
- Also under the Manage Meetings section of the PIAA website, next year's meeting dates must be entered.
- Sign "Chapter Affiliation Forms" to verify a newly registered official's membership in the local chapter. The secretary will return the form to the new official, who within fifteen (15) days of his approval by the chapter secretary must submit the form to the PIAA Office.
- Sign "Inactive Status Forms" to verify an official's desire to declare an inactive status for a given sports year. The form will be returned by the secretary to the official, who must submit the form to the PIAA Office for approval.

b) CHAPTER INTERPRETERS shall:

- Attend the annual rules interpretation meeting(s) conducted by the statewide interpreter of the respective sports.

- Notify the Assistant Executive Director at a predetermined date as to the date, time and site of their local chapter's annual rules interpretation meeting.
- Coordinate efforts with the chapter secretary to communicate to all chapter members the date, time and site of the annual rules interpretation meeting.
- Inform local chapter members of the dates, times and sites of other chapters' annual rules interpretation meetings in case a conflict of obligations should arise on behalf of any of the chapter members.

E. Required Uniforms for PIAA-Registered Officials:

1. Official's Emblem

- a) By formal action of the Officials' Council, May 3, 1952, an identifying PIAA official's emblem was adopted. The standard emblem is in the form of a Pennsylvania keystone; colors, blue and gold; with lettering: PIAA Official.
- b) By action of both the Board of Directors and the Officials Council, the emblem is an integral part of the officially prescribed PIAA standard uniform. As such, it must be worn on the left sleeve (3 inches down from shoulder seam) of the official's standard shirt when officiating in all PIAA sponsored games. An official's shirt may also have a U.S. flag attached to the right sleeve (3 inches down from shoulder seam). Any other patch, emblem or identifying item may be worn on an officials' jacket, but not on the officials' shirt.
- c) Each official when registered receives a PIAA emblem free of charge. Additional emblems may be purchased from the PIAA Office or the PIAA officials' equipment vendor for \$2.00 each.

2. Required Uniform Policy

- a) Except where specifically modified by the Board of Directors, the acceptable official's uniform for any PIAA contest will be determined by the National Federation of State High School Association (NFHS).
- b) All PIAA-Registered Sports Officials must wear identical uniforms during a contest.
- c) The wearing of jewelry (except wedding bands and medical-alert bracelets) and wrist watches (except as a required timing device) is prohibited. Smoking and/or tobacco chewing is prohibited. Obviously, use of alcoholic beverages prior to game assignments is prohibited (Minutes, Board of Directors, PIAA Summer Workshop, July 17, 1989, p. 3).

c) Required uniform for PIAA-Registered Officials:

➤ **BASEBALL**

- Shirt - One of the following shirts is to be worn: (1) Navy blue pullover with red and white stripe trim on sleeves and collar; (2) Light blue pullover with navy blue and white stripe trim on the sleeves and collar with the standard buttons (no zipper style shirts permitted.) The pullover style shirt shall only be of a micromesh material (the silk / shiny dazzle type material is not approved); (3) Long sleeve shirt.
Note: If an umpire wears a long sleeve undershirt or turtleneck, the long sleeve undergarment sleeve is not to be exposed under the pullover shirt. You must wear a jacket or sweater over the long sleeve undergarment so as the undergarment sleeves are not exposed.
- Patch - The **ONLY** patch that is permitted to be worn is the PIAA patch which **MUST** be worn on the left sleeve of the shirt 3" down from the shoulder seam. If you are wearing a jacket or sweater while umpiring, you are **NOT** required to have a PIAA patch on your jacket or sweater. Jackets or sweaters must be navy blue only. The jacket may have your PIAA umpires chapter identification on the left breast area or left sleeve **ONLY**. Jackets or sweaters with identification other than PIAA are **NOT** permitted to be worn while umpiring.
- Undershirt - Navy Blue – All umpires must wear the same color undershirt during the game.
- Slacks - Dark (charcoal) Gray – Shorts are **NOT** permitted.
- Socks - Black – Footies are **NOT** permitted.
- Shoes - Solid Black – Black with no white markings of any kind.
- Belt - Black, if worn – Large metal buckles **NOT** permitted.
- Cap - Navy Blue – Caps are to be fitted type only, not adjustable style. Both male and female umpires must wear caps properly in all positions. Cap with **Gold** 1 ½" high "PIAA" letters are **REQUIRED** for all regular season, district and inter-district advanced play.
- Ball bag - Navy Blue.
- Jewelry - Umpires are **NOT** permitted to wear jewelry, with the exception of your wedding band and a Medical Alert Bracelet or Necklace while umpiring. The restrictions that pertain to a player for a Medical Alert Bracelet or Necklace also pertain to umpires.

➤ **SOFTBALL**

- Shirt - One of the following shirts is to be worn: (1) Navy blue pullover with red and white stripe trim on sleeves and collar; (2) Light blue pullover with navy blue and white stripe trim on the sleeves and collar with the standard buttons (no zipper style shirts permitted.) The pullover style shirt shall only be of a micromesh material. (The silk / shiny dazzle type material is not approved); (3) Long sleeve shirt. The light blue shirt is the shirt of choice and will be worn at the championships.
Note: If an umpire wears a long sleeve undershirt or turtleneck, the long sleeve undergarment sleeve is not to be exposed under the pullover shirt. You must wear a jacket or sweater over the long sleeve undergarment so as the undergarment sleeves are not exposed.
- Patch - The **ONLY** patch that is permitted to be worn is the PIAA Keystone patch which **MUST** be worn on the left sleeve of the shirt 3" down from the shoulder seam. If you are wearing a jacket or sweater while umpiring, you are **NOT** required to have a PIAA Keystone patch on your jacket or sweater.
- Jacket - The pullover style jacket must be solid navy blue only. Jackets or sweaters with identification other than PIAA are **NOT** permitted to be worn while umpiring PIAA contest at any levels.
- Undershirt - Navy Blue – this also applies to a Turtleneck.
- Slacks - Gray – Shorts are **NOT** permitted.
- Socks - Black.
- Shoes - Solid Black.

- Belt - Black, if worn, with small metal buckle.
- Cap - Navy Blue – Caps are to be fitted type only, not adjustable style. Both male and female umpires must wear caps properly in all positions. Cap with **Gold** 1 ½” high “PIAA” letters are **REQUIRED** for all regular season, district and inter-district advanced play.
- Ball bag - Navy Blue – 2 Ball Bags may be worn.
- Jewelry - Umpires are NOT permitted to wear jewelry, with the exception of your wedding band and a Medical Alert Bracelet or Necklace while umpiring. The restrictions that pertain to a player for a Medical Alert Bracelet or Necklace also pertain to umpires.

➤ **BASKETBALL**

- Shirt - Alternating black and white 1-inch vertically striped, short-sleeved shirt which may have a collar or may be v-neck as long as all contest officials are dressed alike. A PIAA patch must be worn on the left shoulder.
- Slacks - Black full length trousers.
- Belt - Black, if worn.
- Socks - Black.
- Shoes - Solid black with black laces.
- Lanyard - Black.
- Whistle - Black.

➤ **FIELD HOCKEY**

- Shirt - Alternating black and white 1-inch vertically striped, long or short sleeved shirt with a black collar or v-neck collar.
- Skirt - Black (black culottes, slacks or shorts may be worn).
- Socks - Black knee socks or sneaker socks.
- Shoes - Solid black with black laces.
- Lanyard or Smitty – Black.
- Whistle - Black.
- Turtleneck - Black or white (if needed) should be worn under a long sleeve official's shirt
Note: Black visor or hat may be worn, if needed.

➤ **FOOTBALL**

- Hat - Black fitted baseball cap with white piping. The referee shall wear a solid white fitted baseball cap.
- Shirt - Alternating black and white 1-inch vertically striped, long or short sleeved shirt with a black collar.
- Belt - Black leather, if worn, 1¼ to 2 inches wide.
- Pants - Black – Tailored black pant with white stripe on outside of leg
- Shoes - Solid black with black laces with no white markings.
- Jacket - Black and white vertically striped jacket (not to be worn during the game).
- Lanyard - Black.
- Whistle - Black finger style (recommended).
- Turtleneck - Black or white (if needed). All members of the same crew must dress alike.
Note: Shorts are no longer permitted as part of the PIAA required uniform policy (July 17, 1998 Board of Directors Meeting).

➤ **BOYS LACROSSE**

- Shirt - Alternating black and white 1-inch vertically striped, long or short sleeved shirt with a black collar or V-neck collar (any undergarments, if visible should be black).
- Shorts - Black or white (minimum 6-inch inseam).
- Slacks - Full length solid black nylon wind pants.
- Belt - Black, if worn (1 ¼ - 2 inches in width).
- Cap - Black with white piping.
- Socks - Black stirrup with white over-the-calf crew socks on top or knee length one-piece white with 4-inch black top, or short black socks (preferably just above the ankle).
- Shoes - Cleaned and shined solid black with black laces.
- Gloves - Solid black (if worn).
- Lanyard - Black.

- Whistle - Black.
- Turtleneck - Black (if needed).
- Jacket - May be worn pre-game, halftime, not during the game per PIAA policy. Solid black or black-and-white 1-inch vertically striped jackets are acceptable.
- Jewelry - Officials are NOT permitted to wear jewelry, with the exception of your wedding band and a Medical Alert Bracelet or Necklace while umpiring. The restrictions that pertain to a player for a Medical Alert Bracelet or Necklace also pertain to officials.

➤ **GIRLS LACROSSE**

- Shirt - Alternating black and white 1-inch vertically striped, long or short sleeved shirt with a black collar or V-neck collar.
- Skirt - Black (black culottes, slacks or shorts may be worn).
- Socks - Black knee socks or black crew socks.
- Shoes - Solid black with black laces.
- Lanyard or Smitty – Black.
- Whistle - Black.
- Turtleneck - Black (if needed) to be worn under a long sleeve official's shirt.

➤ **GYMNASTICS WOMEN**

- Shirt - White.
- Jacket - Navy blue.
- Skirt - Navy blue.
- Slacks - Navy blue.
- Shoes - Navy blue.

➤ **GYMNASTICS MEN**

- Shirt - White.
- Jacket - Navy blue.
- Slacks - Gray.
- Shoes - Solid black with black laces.

➤ **SOCCER**

- Shirt - Long or short sleeved alternating black and white 1-inch vertically striped shirt with a black collar.
- Shorts - Black (long trousers, culottes or skirt may also be worn).
- Stockings - Long black with three white stripes at the top.
- Shoes - Solid black with black laces.

➤ **SWIMMING AND DIVING**

- Shirt - White, short sleeved.
- Slacks - Navy Blue.
- Shoes - White sneakers.
- Socks - White.
- Belt - Navy or Black, if worn.
- Lanyard - Black.

➤ **TRACK AND FIELD**

- Shirt - White.
 - Slacks - Navy blue.
 - Shorts - Navy blue.
 - Cap - Navy blue.
- Note:** Starters will wear an orange cap, orange shirt or orange jacket and/or orange sleeve.

➤ **VOLLEYBALL**

- Shirt - Alternating black and white 1-inch vertically striped, short sleeved shirt with a black collar or v-neck collar.
 - Slacks - .Black.
 - Belt - Black, if worn.
 - Socks - Black.
 - Shoes - Solid black with black laces.
 - Lanyard or Smitty – Black
 - Watch- ...Black.
 - Whistle - Black
- (Minutes, Board of Directors, Summer Workshop, July 24, 1986: p.7).

➤ **WRESTLING**

- Shirt - Alternating black and white 1-inch vertically striped short sleeved shirt with a black collar or v-neck collar.
- Slacks - Full length Black Trousers.
- Belt - Black, if worn.
- Socks - Black.
- Shoes - Solid black with black laces.
- Lanyard or Smitty – Black.

NOTE: In sports which officials wear jackets, the jacket must be black or navy blue and may have the PIAA officials' emblem and/or chapter patch displayed upon it.

NOTE: STATE CHAMPIONSHIP PATCH – The State Championship patch that is given to each umpire that officiates a state championship game is to be on the right sleeve of your shirt 3 inches down from the shoulder seam. The patch is to be worn during the State Championship Game ONLY! Following the State Championship Game, you may wear the patch on your warm-up jacket and not on the shirt once the State Championship Game is completed.

NOTE: AMERICAN FLAG – An American Flag, not to exceed 2 by 3 inches, and either a commemorative patch or a memorial insignia, not to exceed 4 square inches, may be worn on a Contest jersey/shirt/top provided neither the flag nor the patch or the insignia interferes with the visibility of the number.

The use of the officials' standard uniform is mandatory.

F. PIAA CONFLICT OF INTEREST POLICY FOR ALL SPORTS

An official will remove themselves from a contest if they find that they have any personal association with any of the competitors or coaches on any team, with the competitors' school, or with the competitors' community, such as being a relative of a competitor, or being an employee or a relative of a competitor in the competitors school district, or a resident of the competitors' community.

COMMENT: Officials accepting assignments for contest at their local school where they live, or have a relative competing, place themselves in a compromising position in the performance of their duties as a registered official. Every decision and judgment is open to criticism and places the official in a compromising position where it brings into question the integrity and actions of the official. This is an indefensible position for the official and assignments of this nature are not to be taken or accepted by PIAA registered sports' officials. Extreme cases of emergency and situations that may be completely unavoidable are the only exceptions to this policy.

**II. CONSTITUTION AND BY-LAWS OF THE PENNSYLVANIA INTERSCHOLASTIC ATHLETIC ASSOCIATION, INC. (PIAA) CHAPTERS OF REGISTERED SPORTS OFFICIALS
(Revised by the PIAA Board of Directors July 18, 2003)**

For a chapter to receive PIAA approval, the following Constitution shall be adopted, verbatim, and approval of the chapter's charter is contingent upon this adoption, without any modification whatsoever:

**ARTICLE I
NAME**

The name of this organization of registered PIAA Sports Officials shall be the [Name] Chapter of PIAA-Registered [Sport] Officials.

**ARTICLE II
PURPOSE**

- Section 1.** To unite under a common bond, and in various chapters dedicated to a particular sport throughout the PIAA, all Pennsylvania Interscholastic Athletic Association Inc. registered Sports Officials into a unified statewide organization.
- Section 2.** To study the appropriate Contest rules and to discuss their intent for uniform interpretations, and to progressively improve the quality of sports officiating through the study of approved mechanics.
- Section 3.** To establish, promote, and maintain a code of officiating ethics, and to conduct each athletic contest as an instrumentality in the development of character, good sportsmanship, and a high level of American citizenship.
- Section 4.** To cooperate with the appropriate National Federation of State High School Associations (NFHS) Rules Committee in the advancement of that sport as a recognized and wholesome form of physical development and recreation.
- Section 5.** To progressively improve and elevate the officiating standards of the Pennsylvania Interscholastic Athletic Association, Inc., and to maintain the integrity of the highly competitive ideals of the Association.
- Section 6.** To render a more efficient service to the member schools of the Association through cooperative efforts, and development of professional attitudes towards their athletic programs.

**ARTICLE III
ORGANIZATION**

- Section 1.** Local Chapters of Registered Sports Officials of the Pennsylvania Interscholastic Athletic Association, Inc. shall be organized by the PIAA Office in all districts where deemed necessary, in order to meet the service demands of prescribed areas on a statewide basis. Chapters must meet the minimum requirement of fifteen (15) members to start a chapter. Chapters will be approved with either the support of the District Officials' Representatives or by action of the Executive Director.
- Section 2.** Upon the completion of all necessary conditions and procedures, the Executive Director may issue an official charter to each Chapter, signed by the President and the Executive Director of the Pennsylvania Interscholastic Athletic Association, Inc.
- Section 3.** The chapter shall specify the sport to be administered, and chapter activity shall be confined to the sport so authorized and designated.
- Section 4.** Charters may be revoked when a chapter (1) fails to fulfill one or more of the purposes set forth in ARTICLE II herein and/or (2) does not show growth within 18 months from the time charter was issued, when said charter is granted solely upon the possibility of growth. Chapters who fall below 15 members will be requested to merge with the nearest chapter.

**ARTICLE IV
MEMBERSHIP**

- Section 1.** All registered PIAA officials, in good standing, shall be required to affiliate with one of the established chapters of their own choice in the sport of their official registration.
- Section 2.** All PIAA officials' applicants shall be required to affiliate with an appropriate chapter within fifteen (15) days after notification by PIAA.
- Section 3.** Transfer of membership to another similar chapter may be affected by mutual agreement of the chapters concerned if the official is moving out of the official's geographical area. The PIAA Office, with written approval of the Executive Director, must approve all other transfers. In order to ensure that a transfer is properly executed by an official, a letter of release from the chapter the official is transferring from as well as a letter of acceptance from the chapter the official is transferring to should be obtained by the official requesting the transfer with a copy of same being forwarded to the PIAA Office.
- Section 4.** Upon written application, honorary membership may be granted, by chapter action, to any official who voluntarily ceases to be active, provided however, the official has served a minimum of fifteen (15) years on active status.

**ARTICLE V
REGISTRATION FEES**

- Section 1.** There shall be no fee attached to the issuance of any charter.
- Section 2.** Fees for officials, payable to the Pennsylvania Interscholastic Athletic Association, Inc. (PIAA), shall be as follows:
- a) Initial registration fee \$30.00
 - b) To maintain registration in each sport..... \$50.00
- Annual registration fee(s) are due and payable to the PIAA, postmarked on or before February 28 or February 29 in a leap year, for the subsequent school year. Any official not remitting annual registration fee(s) by the above stated deadline, will be assessed a penalty charge of \$25.00. In addition, any official not remitting annual registration fee(s) and penalty, postmarked by March 31, will be suspended for one year.
- Section 3.** The individual chapter in each locality, by a majority vote, may assess its affiliate's annual registration fees, payable to the chapter treasurer, for operating expenses of that chapter.
- Section 4.** Chapter secretaries are permitted to recommend, in writing, to the Executive Director, the suspension of officials for non-payment of chapter registration fees (Minutes, Board of Directors, Summer Workshop, July 17, 1983: p. 3).

**ARTICLE VI
RULES AND REGULATIONS**

- Section 1.** The PIAA Office shall codify and promulgate the various rules and regulations in accordance with the PIAA Constitution and Board of Directors decisions governing the organization of all chapters.
- Section 2.** All new rules and subsequent changes shall be binding upon all chapters the season immediately following their adoption by the Board of Directors of the Pennsylvania Interscholastic Athletic Association, Inc.

**ARTICLE VII
OFFICERS AND DUTIES**

- Section 1.** The officers of each chapter shall be registered PIAA officials who are on active status with their chapter and shall be: President, Vice President, Secretary, and Treasurer, or Secretary-Treasurer, and Interpreter.
- Section 2.** The term of each office shall be for one year. Each officer must be elected for a one-year term.
- Section 3.** The duties of each officer shall be those pertinent to the office and ordinarily performed by each officer, or as may be directed by the President of the Chapter.

**ARTICLE VIII
EXECUTIVE COMMITTEE**

- Section 1.** There shall be an Executive Committee consisting of all the elected officers, and at least two other members of the chapter elected at the annual business meeting of the chapter.
- Section 2.** The Executive Committee shall conduct all necessary business of the chapter between the annual business meeting and the next successive meeting of the chapter.
- Section 3.** The Executive Committee shall authorize and direct the President to appoint such standing and special committees as it may deem necessary or desirable for the efficient operation of the chapter.
- Section 4.** An officer shall incur no financial obligations relative to chapter activities or any committee thereof, except as may be specifically authorized by the Executive Committee of the chapter.

**ARTICLE IX
MEETINGS**

- Section 1.** A chapter, in order to maintain its charter, shall meet no less than eight (8) times (Board of Directors' July 23, 2014) during its specific sport season to accommodate the needs of their affiliates. This number shall be regarded as the minimum in any sport season. Chapters are not permitted to hold the annual mandatory rules interpretation meeting and regular chapter meetings on the same day.
- Section 2.** Chapters must hold meetings, minimally, from the first Practice date through the last Regular Season Contest date, within the months established by the PIAA per sport season.
- Meetings are to be held between the following dates specified below:
- Fall sports meetings are to take place between July 1st and November 30th.
Winter sports meetings are to take place between October 1st and March 31st.
Spring sports meetings are to take place between February 1st and June 30th.
- It is recommended that each meeting be scheduled for minimally ninety minutes in length for chapters to handle attendance, approve previous meeting minutes, handle old and new business, and spend a quality portion on officiating mechanics and rules interpretations.
- Scrimmages, clinics, or similar functions cannot count as a meeting unless the entire chapter membership can attend and it is advertised to the chapter well in advance of the date of occurrence.
- Section 3.** Each chapter must conduct at least one (1) meeting between the annual mandatory rules interpretation meeting and the first Regular Season Contest date of that sport. Officials cannot get credit for more than three (3) chapter meetings before the first regular season play date. It is highly recommended that officials attend their own chapter meetings for their continuing educational component (Minutes, Board of Directors meeting, July 26, 2012).
- Section 4.** All officials involved in volleyball with dual seasons, must attend one (1) PIAA annual mandatory rules interpretation meeting in the summer and must attend a minimum of six (6) chapter meetings during the fall sports' season. In addition, it is recommended that all officials who officiate in the spring attend one (1) "review" rules interpretation meeting before the start of the spring sports' season, which shall be conducted by the chapter interpreter prior to the second

ARTICLE X ATTENDANCE

- Section 1.** At the beginning of each sports' season, all chapter secretaries shall review their chapter rosters online for completeness, which should include ; a complete roster, including names, addresses, and telephone numbers of the affiliates of the chapter. Any discrepancies should be reported to the PIAA Office.
- Section 2.** All chapter secretaries shall maintain an accurate record of attendance of officials at all chapter meetings.
- Section 3.** Eligibility for maintaining membership, as a PIAA registered official, shall depend upon actual attendance of a minimum of six (6) meetings of any number of meetings conducted during a particular sport's season, and attendance at the Annual Mandatory Rules Interpretation Meeting.
- Section 4.** When the operation of Section 3 of this Article would impose an undue personal hardship on any individual the provisions thereof may be set aside for that particular official, by specific action of the Executive Director, or the Executive Director's designee.
- Section 5.** The secretary will enter meeting attendance online for the Rules Interpretation and Chapter meetings, preferably within 24 hours of the meeting.
- Section 6.** At the close of each sport's season, each chapter secretary shall submit to the PIAA Office an End of Year Chapter Summary Report showing any changes which have taken place in the chapter membership for the current sports' season. If there are no changes to the chapter officers, the form must still be submitted listing the officers for the coming season. In addition to the End of Year Chapter Summary Report, each chapter will enter the next sports' season chapter meeting dates into the PIAA website.
- Section 7.** All chapter interpreters, in conjunction with their chapter secretaries, will enter the date of the annual mandatory rules interpretation meeting into the PIAA website listing the date, site, and time of their next sports' season annual mandatory rules interpretation meeting along with all other required reports upon conclusion of the previous sport season meetings.
- Section 8.** Certified attendance at an annual mandatory rules interpretation meeting in baseball, basketball, field hockey, football, girls' gymnastics, girls' lacrosse, soccer, softball, swimming and diving, track and field, volleyball, and wrestling conducted by a PIAA chapter is mandatory for all officials registered in those sports. Attendance at the annual mandatory rules interpretation meeting shall not count towards the minimum requirement of attending six (6) chapter meetings.

ARTICLE XI REINSTATEMENT OF SUSPENDED OFFICIALS

The exclusive procedure by which an official, who has been suspended for any length of time and for any reason, may be reinstated as a PIAA-registered official is as follows:

1. A suspended official must send a new application for registration to the PIAA Office.
2. A fee of thirty dollars (\$30.00) must accompany the application.
3. The suspended official must take the examination in the sport in which reinstatement is requested and earn a grade of seventy-five percent (75%) or better on the examination.
4. The annual registration fee for the sport or sports in which reinstatement is requested must be paid (Minutes, Board of Directors, Summer Workshop, July 24, 1986: p. 8).

ARTICLE XII VOTING

- Section 1.** Each member of a chapter shall have one vote on all questions, and the vote of the majority shall prevail in all matters.
- Section 2.** Provided a quorum is present for the purpose of conducting business, a majority shall be one vote more than one-half of the number of members present.

ARTICLE XIII REPRESENTATION ON DISTRICT COMMITTEES

- Section 1.** Officials in each district are entitled to a voting member on the District Committee. The term of office is for two years with privilege of re-election. The odd-numbered districts (1, 3, 5, 7, 9, and 11) will elect their representative in the odd-numbered years. The even-numbered districts (2, 4, 6, 8, 10, and 12) will elect their representative in the even-numbered years. Nominations for officials' representatives to district committees may only come from chapters located within the respective districts. An official may only be a nominee in the district in which he/she resides. Nominations must be sent to the Executive Director no later than November 10. Ballots are then transmitted electronically to all officials registered in the district. Where there is only one (1) nominee for an officials' representative position in a district, an election will not be conducted, and the nominee will be elected to the position. (Minutes, Board of Directors meeting, May 20, 2015).
- Section 2.** Nominations for the officials' representative on district committees shall be made at regularly scheduled chapter meetings. A PIAA officials' chapter is not required to submit a nomination for the position of PIAA District Officials' Representative. Following the receipt of nominations, ballots are transmitted to all eligible voters.
- Section 3.** The incumbent Officials' Representative may seek re-election by notifying the respective district chairman, thus nullifying the need for chapter endorsement.
- Section 4.** Each PIAA registered official shall be privileged to cast one ballot online in his own district in the selection of the Officials' Representative on the PIAA District Committee. Multiple registrations shall not increase the right of franchise beyond the single vote. Voting will occur during the month of December.
- Section 5.** The district of an official is the PIAA district in which he resides. (Article IX, Section 1, (B) (3)).
- Section 6.** The Chairman of the District Committee may designate an alternate to assume the duties of the Officials' Representative, when necessary.

ARTICLE XIV REPORTS

- Section 1.** The chapter secretary, immediately following the annual election, (to be held at last scheduled meeting) shall forward to the PIAA Office via the End of Year Chapter Report, the names of all duly elected officers, the members of the Executive Committee and the rules interpreter for the ensuing year.
- Section 2.** The chapter secretary, when specifically requested by the PIAA Office, shall be required to submit a report on any matter of chapter business, or the status of any of its members.
- Section 3.** Each member, when requested by the PIAA Office, shall be required to submit a written report of his official conduct in any game in which he participated as a game official.
- Section 4.** An official may report an alleged violation of the nondiscrimination policies of PIAA to the Officials' Representative(s) of the PIAA District in which the official resides, or to the Assistant Executive Director of PIAA, in writing, describing the alleged violation in such detail as is available to the official.

**ARTICLE XV
NONDISCRIMINATION ON THE BASIS OF GENDER**

Section 1. The chapter, and any officers, agents, and employees thereof, who participate in the evaluation of officials or the assignment of officials to regular season games involving a PIAA member school or post-regular season PIAA contests, shall not refuse to assign an official based on the gender of the official or the gender of the participating student-athletes, shall not discriminate against any official on the basis of gender with respect to the level, quality, or number of assignments, and shall not otherwise discriminate against any official on the basis of gender.

Section 2. If the chapter, or any officer, agent, or employee thereof, creates or maintains a system of evaluating officials for the purpose of influencing the assignment of officials to regular season games involving a PIAA member school or post-regular season PIAA contests, the evaluation system must be fair and equitable, must use gender-neutral evaluation criteria and procedures, and must include women among the persons performing the evaluations wherever it is practicable to do so. No person or entity listed in the immediately preceding sentence may participate in any such evaluation system if the person or entity knows that such system is not fair and equitable, does not use gender-neutral evaluation criteria, or does not include women among the persons performing the evaluation wherever it is practicable to do so.

**ARTICLE XVI
AMENDMENTS**

This Constitution may be amended at any time by majority vote at any meeting of the PIAA Board of Directors.

**ARTICLE XVII
INTERPRETATION**

The final interpretation of any article or section of this Constitution shall rest with the PIAA Executive Director, and the subsequent concurrence of the PIAA Board of Directors.

**ARTICLE XVIII
BY-LAWS**

The Chapter By-Laws are to be formulated and adopted by each individual chapter to guide local administration. They shall not however, supersede nor conflict with any provision of this Constitution.

III. EXCERPTS FROM THE PIAA CONSTITUTION AND BY-LAWS THAT PERTAIN TO OFFICIALS

CONSTITUTION

ARTICLE VI BOARD OF DIRECTORS AND OFFICERS

Section 2. Membership of the Board of Directors

- A.** One female registered sports official, who is on active status and in good standing with PIAA, elected annually from among their own by the female officials' representatives to the respective District Committees ("the Officials' Council"); and one male registered sports official, who is on active status and in good standing with PIAA, elected annually from among their own by the male officials' representatives to the respective District Committees ("the Officials' Council") shall serve as members of the Board of Directors.
- B.** Each constituency entitled to select a member of the Board of Directors may select one or more alternates for each such member. In the absence of a member from a meeting of the Board of Directors, one of the alternates may attend such meeting and exercise at the meeting all powers of the absent member.

Section 3. Term of Office

The members of the Board of Directors shall serve for a period of one year beginning July 1st next following their election, except the junior high/middle schools' representative, the representative of the Pennsylvania State Athletic Directors' Association (PSADA), the representative of the Pennsylvania Coaches' Association (PCA), the chairpersons of the Girls' Athletics and Private Schools' Steering Committees, the representatives of the Parents' Advisory Committee, and the representatives of the Officials' Council, who shall serve for a period of two years.

Any director may be removed by a vote of two-thirds of the directors at any meeting of the Board of Directors whenever, in the judgment of the directors, the best interest of PIAA would be served thereby.

ARTICLE VII POWERS AND DUTIES OF BOARD OF DIRECTORS AND OFFICERS

Section 1. Powers and Duties of Board of Directors

The Board of Directors shall have the following powers and duties:

- A.** To determine the method of and the qualifications for the registration of officials; to determine their powers and duties; and to make and apply necessary policies, procedures, rules, and regulations for such officials.
- B.** To fix and enforce penalties for any violation of the Constitution, By-Laws, Policies and Procedures, and Rules and Regulations of PIAA and such other by-laws, policies, procedures, rules, and regulations as it may, from time to time, adopt.

INTERPRETATIONS

ARTICLE VII, and ARTICLE VIII. October 26, 1957

The Board of Directors and District Committees will not consider any protests in Contests which are based on play situations or officials' decisions involving interpretation or judgment of plays.

In no case will the results of a Contest be reversed nor will a Contest be ordered or permitted to be replayed. Questions regarding interpretation of rules or judgment of officials should be submitted in writing to the Executive Director.

**ARTICLE IX
DISTRICT COMMITTEES**

Section 1. Composition

A. The makeup of each District Committee shall be decided by the members of that particular District; provided that at least one member of the District Committee shall be a representative of the junior high/middle schools of the District, a representative of the School Boards of the District, a representative of the PIAA-registered officials in the District, a representative of the Athletic Directors of the District, and a representative of the girls' athletic programs in the District.

B. Method of Selection

The officials' representative shall be elected for a term of two years by the PIAA-registered officials of the District. When there is only one nominee for an officials' representative position in a District, an election will not be conducted, and the nominee will be elected to the position. Representatives of odd-numbered Districts will be elected in the odd-numbered years and representatives of even-numbered Districts will be elected in the even-numbered years.

C. Vacancies

When a vacancy occurs in the membership of the District Committee, the unexpired term shall be filled by the remaining members of the Committee, except that in the case of the School Boards representative, the Board of Directors of the Pennsylvania School Boards Association (PSBA) shall appoint an interim representative to fill the unexpired term; and in the case of the officials' representative(s), the Executive Director shall conduct a special election among the affected PIAA-registered officials of the District to fill the unexpired term(s).

**ARTICLE X
LOCAL MANAGEMENT AND CONTROL**

Section 2. Powers and Duties of Principal

The principal shall have the following powers and duties:

A. To be responsible for the treatment of all visitors and officials attending Contests conducted by the Principal's school. Penalties may be imposed upon a PIAA member school whose Principal fails to provide reasonable protection for officials and visitors at home Contests. If a Contest is played at a neutral place, the Principals of the participating schools shall be held jointly responsible for this protection. In such a case, penalties may be imposed upon either or both of the schools.

B. All written contracts with officials must be signed by the Principal or by one Principal representing a conference or league or, at the option of the applicable Principal, the Athletic Director or one Athletic Director representing a conference or league.

**BY-LAWS
ATHLETIC COURTESY**

Section 1. Athletics should foster clean sports. It is the privilege and duty of every person connected with athletics to exemplify these principles in that person's own actions and earnestly advocate them before others.

A. Decisions of Contest officials are to be abided by, even when they seem unfair.

B. Contest officials and opponents are to be regarded and treated as honest in intention. In Contests when opponents conduct themselves in an unbecoming manner, and when Contest officials are manifestly dishonest or incompetent, future relationship with them should be avoided.

CODE OF ETHICS PERTAINING TO HIGH SCHOOL ATHLETICS

This Code of Ethics Pertaining to High School Athletics is to be regarded not only as recommendations, but also as rules governing the conduct of schools, student-athletes, Coaches, Contest officials, Athletic Directors, Principals, and the public.

Section 2. Student-Athletes Should

Not seek to provoke opponents, Contest officials, or spectators to engage in improper conduct.

Section 3. Coaches Should

Recommend the use of competent Contest officials and support their decisions. The Coach should not criticize the actions or decisions of Contest officials before student-athletes and/or spectators.

Section 4. The Contest Official Should

- A. Have thorough preparation in the current rules and approved officiating techniques of the sport.
- B. Be physically fit and mentally alert.
- C. Have a neat, distinctive uniform.
- D. Report for duty at least 30 minutes before the scheduled start of a Contest.
- E. Honor all agreements.
- F. Control one's temper at all times.
- G. Call them as one sees them.
- H. Make clear any interpretations and announcements.
- I. Not discuss plays or student-athletes of a Team with any of their future opponents.

Section 5. The Athletic Director Should

- A. Have a definite and mutual understanding with other Athletic Directors regarding Contest officials.
- B. Treat visiting Teams and Contest officials as guests.

ARTICLE XII ATHLETIC RELATIONS

Section 6. Failure to Agree Upon Officials for Contests

If the schools fail to agree upon the officials fifteen days prior to the date of the Contest, it is the duty of the Principals of the two schools to notify the District Chairman of such failure. The District Chairman shall then appoint the officials for the Contest, and the fees of the said officials shall be borne by the schools as originally provided in their mutual contract or otherwise. If the Contest is scheduled between schools located in different Districts, the Executive Director of PIAA shall appoint the officials.

ARTICLE XIII PENALTIES

Preamble

As a guiding principle, a penalty imposed by PIAA should be broad and severe if the violation or violations reflect a general disregard for the PIAA Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations; in those instances where the violation or violations are isolated and of relative insignificance, then the penalty should be more specific and limited. Previous violations of the PIAA Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations shall be a contributing factor in determining the degree of penalty.

All PIAA member schools shall cooperate fully with PIAA District Committees, Regional Panels, and/or the PIAA Board of Directors, within their respective jurisdictions, to further the objectives of PIAA and to investigate incidents relating to disciplinary matters and application of the PIAA Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations. All PIAA member schools shall make available, upon request by the District Committee, Regional Panel, and/or the Board of Directors, documents relating to a particular incident and shall further make available for questioning Principals, Athletic Directors, Coaches, student-athletes, and other school and/or Team personnel whose testimony may be desired by the District Committee, Regional Panel, and/or the Board of Directors.

Section 2. Suspension

Suspension may consist of suspension of a school from membership in PIAA, or suspension of one or more of a school's Teams from interscholastic athletic competition with PIAA member schools.

- For persistent violation of Contest officials contracts.
- For neglecting to provide reasonable safeguards for the protection of Contest officials and visiting Teams.
- When the conduct of its administration, faculty, Coaches, Teams, students, or Team followers is unsportsmanlike and results in actions which are detrimental to individual, school, and/or public welfare and/or which are prejudicial to the purpose of PIAA.

A suspension may be for a defined period of time or may be indefinite. If the suspension is for an indefinite period of time, the District Committee, Regional Panel, or the Board of Directors, within their respective jurisdictions, may also impose conditions which must be met prior to the lifting of the suspension and the suspended school must apply to the body imposing the suspension to lift the suspension.

Section 8. Disqualification from Next Contest(s)

A. General Rule

- 1. Mandatory Disqualification.** Any Coach and/or contestant who, while Coaching or competing for a PIAA member school, is ejected from a Contest by a state high school association recognized and/or registered official in that sport for unsportsmanlike conduct or flagrant misconduct shall be disqualified from Coaching and/or participating for the remainder of the day and in all Contests on the next Contest day of the same level (varsity, junior varsity, or otherwise) of competition from which the Coach and/or contestant was previously disqualified. For a Coach, participation in the next Contest includes any contact by the Coach with members of the Team, including other Coaches, between the time that the Team arrives at the Contest site and the conclusion of the last Contest of the day. The Principal shall direct the Coach not to attend all of the Contest(s).
- 2. Discretionary Disqualification.** Upon the finding by a District Committee, Regional Panel, or, if the conduct occurred in an Inter-District Contest, by the Executive Director or Board of Directors, within their respective jurisdictions, that a student-athlete, Coach, and/or Team, while Coaching or competing for a PIAA member school, engaged in flagrant misconduct while on the premises where a Contest is conducted, said student-athletes, Coaches, and/or Teams may be disqualified from participation in the next scheduled Contest following said determination.

B. Disqualification From Last Contest of a Season

Any Coach and/or contestant ejected from the last Contest(s) in that sport in a sport season shall be disqualified from Coaching and/or participating in the first Contest(s) in that sport in the subsequent sport season, at the same level (varsity, junior varsity, or otherwise) of competition, at any PIAA member school or, if the Coach and/or student changes levels of competition, such as from junior varsity to varsity, the first Contest(s) in that sport.

C. Reporting of Disqualification

The official shall file a report with the PIAA Office on the form prescribed for the sport involved, within twenty-four (24) hours following the completion of the Contest in which the ejection occurred. Failure to file such report shall not affect the validity or consequences of the ejection.

D. Reinstatements Following Disqualification

Decisions of a Contest official to disqualify a Coach and/or students not subject to reinstatement of eligibility. The only exceptions to this rule are as follows:

1. Misidentification of a person: The person intended by the Contest official to be disqualified was not the one actually disqualified. This exception will not be considered without input from the Contest official.
2. Misapplication of a rule: The Contest official erred in applying a Contest rule such that a Coach and/or contestant was disqualified under a playing rule that is not applicable to that sport or which did not provide for disqualification. The judgment of the official regarding the conduct of the Coach and/or contestant may not be challenged and will not result in a reinstatement.

Reinstatement requests following misidentification of a person and/or misapplication of a rule must be submitted to, and resolved by, the Executive Director. Such reinstatement requests will be considered only if they are brought to the attention of the Executive Director in sufficient time to permit reasonable consideration prior to the next Contest. Such reinstatement requests may be denied for lack of timely submission of adequate evidence. The Executive Director's decision may not be appealed.

Section 9. Violations by Individuals

A. Rectifying Action by School

If it is determined that a school's administration, faculty, Coaches, Teams, students, or Team followers engaged in flagrant misconduct and/or conduct which violates one or more provisions of the Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations of PIAA, and/or misconduct which is contrary to the purposes of PIAA, that school may be directed by its District Committee, Regional Panel, or, if the conduct occurred in an Inter-District Contest, by the Executive Director or Board of Directors, within their respective jurisdictions, to impose appropriate discipline upon such persons or to take other rectifying action for such conduct.

PIAA may require the school to take specified rectifying action and/or to impose specified appropriate discipline upon such persons as a condition for not imposing penalties upon the school for flagrant misconduct and/or violations of the Constitution, By-Laws, Policies and Procedures, and/or Rules and Regulations by the individuals enumerated in this Section.

The failure of a school to impose such directed discipline or to take directed rectifying action may subject that school to the penalties set forth in Sections 1 through 7 of this ARTICLE.

B. Punching, Striking, Biting, or Kicking by Contestant or Coach

1. A student-athlete who, immediately prior to, during, or immediately after a Contest, recklessly or with ill will or an intent to harm, punches (striking with a closed fist), strikes, bites, or kicks a contestant, Coach, an official, or any other person attending the Contest; may be disqualified in that sport by the Regional Panel or District Committee, within their respective jurisdictions: (1) if

the act was reckless, for a period of time up to and including the remainder of that sport's season and, if the incident occurs with 1/3 or less of that sport's Regular Season remaining, for a period of time up to and including one half of the following season in the same sport, or (2) if the action was a punch or was with ill will or an intent to harm, for a period of up to one year from the date of the incident leading to the disqualification or the date of the Regional Panel or District Committee hearing.

If such conduct occurs immediately before, during, or immediately after an Inter-District Championship Contest, the Board of Directors may disqualify the student for the remainder of the Postseason and, (1) if the conduct was reckless, for a period of time up to and including one half of the following season in the same sport; and (2) if the conduct was a punch or was with ill will or an intent to harm, for a period of up to one year from the date of the incident leading to the disqualification or the date of the Board of Directors' hearing.

Where the punching, striking, biting, or kicking results in injury to another competitor, the student engaging in such conduct may further be disqualified until the injured person is able to return to competition. For purposes of this Section, an injury occurs whenever the conduct results in (1) the struck contestant, Coach, or official being unable to further participate in that Contest or one or more subsequent Contests because of the contact; and/or (2) the struck person obtaining post-Contest medical treatment because of the contact.

2. A Coach who, immediately prior to, during, or immediately after a Contest, intentionally strikes, bites, or kicks a contestant, Coach, an official, or any other person in attendance at the Contest, or who punches a contestant, Coach, an official, or any other person in attendance at the Contest, shall be disqualified by the Regional Panel or District Committee, within their respective jurisdictions, (or Board of Directors if the incident occurred at an Inter-District Contest) for a period of not less than one year from the date of either the incident leading to the suspension or the date of the hearing to consider the matter.

INTERPRETATIONS

October 29, 1945, as amended October 3, 2008

A Regional Panel or District Committee, within their respective jurisdictions, has the power to suspend a school where the school fails to provide police protection for spectators, officials and competitors.

ARTICLE XV OFFICIALS

Section 1. Sports Officials Must Be Registered With PIAA.

All sports officials, in all Contests participated in by a member school of PIAA, shall be persons who are (1) registered, (2) on active status and (3) in good standing with PIAA.

NOTE: Section 1 does not apply to Contests played outside of Pennsylvania.

Section 2. How Persons May Become PIAA Officials.

To become a PIAA-registered official in any sport, the applicant must meet the qualifications and requirements and pass such examination as may be required by the PIAA Board of Directors.

Section 3. Background Certifications. Because PIAA-registered officials are independent contractors to schools whose Contests they officiate, the officials are required to comply with the requirements for background certification as set forth in the Public School Code and the Child Protective Services Law, as follows:

- a. **New Applicants.** All applicants to become PIAA-registered sports officials upon successful completion of the respective sports examination must obtain, and submit to PIAA valid (obtained within the past year) copies of the following:

- (1) a report of criminal history record information (Act 34) from the Pennsylvania State Police or a statement from the Pennsylvania State Police that the State Police central repository contains no

- such information relating to that person;
- (2) a certification from the Pennsylvania Department of Human Services (Act 151) as to whether the applicant is named in the Statewide database as the alleged perpetrator in a pending child abuse investigation or as the perpetrator of a founded report or an indicated report; and
 - (3) a report of Federal criminal history record information (Act 114). To obtain this report, the applicant must submit a full set of fingerprints to the Pennsylvania State Police for the purpose of a record check. Those fingerprints will be submitted to the Federal Bureau of Investigation for the purpose of verifying the identity of the applicant and obtaining a current record of any criminal arrests and convictions.

Expenses for obtaining and submitting said reports shall be borne by the registered sports official. PIAA is not permitted to accept certifications which were obtained for volunteering purposes under Section 6344.2 (relating to volunteers having contact with children).

- b. **Currently Registered Officials.** All current PIAA-registered officials who have not yet submitted to PIAA the certifications identified in subsection A of this Section are required to obtain and submit them to PIAA. The failure to submit such certifications shall result in suspension of registration until the certifications are submitted.
- c. **Recertifications.** Every sixty months, all PIAA-registered officials must renew and submit to PIAA the certifications identified in this Section.
- d. **Rejection Of Applicants Based Upon Information Disclosed In Certifications.** PIAA shall reject the application of a person who is named in the Statewide database as a perpetrator of a founded report committed within the five year-period immediately preceding submission of the certification.

PIAA shall reject the application of a person who has been convicted of, or who has pled guilty or no contest to, any of the offenses identified at the time of violation in 24 P.S. § 1-111(e), or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth, unless a period of at least ten years has elapsed from the date of expiration of the sentence for the offense.

The application of any individual who, more than ten years prior to submission of the application, was convicted of, or who pled guilty or no contest to, an offense listed at the time of application in 24 P.S. § 1-111(e), or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth, shall be reviewed by the PIAA Executive Director. In considering whether to accept said application, the Executive Director shall consider the nature of the offense and whether the applicant poses a danger specifically to school students or is otherwise unsuitable for registration as an official. This factor is most paramount as to an applicant convicted of a sexual offense, especially an offense (especially one which would trigger registration under Megan's Law) involving sexual, physical or verbal abuse against a child. Other factors to be considered by the Executive Director include the following:

- The time period that has elapsed since the offense;
- Whether the offense was an isolated single event or was repeated;
- The presence or absence of a subsequent criminal history;
- Whether the offense bears a relationship to interscholastic athletics;
- Whether the person was involved in interscholastic sports when the crime occurred; and
- Whether the conduct occurred on the property of a school or relating to sports.

Additionally, the Executive Director shall not accept the application of an individual convicted of an offense identified in 24 P.S. § 1-111(e), or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth, unless the PIAA Director of Legal Affairs certifies that he or she believes that the refusal to accept the application would likely be inconsistent with the applicant's constitutional rights.

PIAA shall reject the application of any person convicted of, or who pled guilty or no contest to, any other felony as defined under the current or former laws of the United States or one of its territories or

possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth unless a period of at least ten years has elapsed from the date of expiration of the sentence for the offense.

PIAA shall reject the application of any person convicted of, or who pled guilty or no contest to, any other misdemeanor of the first degree under Pennsylvania law, or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth unless a period of five years has elapsed from the date of expiration of the sentence for the offense.

PIAA shall reject the application of any person convicted of, or who pled guilty or no contest to, more than one misdemeanor offense relating to driving under the influence of alcohol or a controlled substance unless a period of three years has elapsed from the date of expiration of the sentence for the most recent offense.

The application of any person may be rejected by the Executive Director if the applicant has (1) been convicted of, or pled guilty or no contest to forgery, fraud, embezzlement, perjury, and/or another offense which relates to or calls into question the character, integrity, honesty or veracity of the applicant, or (2) engaged in conduct which is inconsistent with the purposes, ideals and principles of PIAA or which relates to or which calls into question their character, integrity, honesty or veracity.

The decision of the Executive Director to reject an application may be appealed by the applicant to the PIAA Board of Directors.

- e. **Removal Of Currently Registered Officials Based Upon Information Disclosed In Certifications.** See Section 7 below.

Section 4. Duty to Report Offenses.

Any registered sports official who has been charged with an alleged felony or misdemeanor shall so notify the Executive Director of such charges by completing the form developed by the Pennsylvania Department of Education, a copy of which is published on the PIAA Web site at www.piaa.org.

Section 5. Requirement of a Written Contract.

All PIAA member schools shall enter into either paper or electronic contracts on the official contract form entitled "Contract for Officials Under PIAA Rules", or an equivalent electronic version thereof, with all registered sports officials retained by the schools or assigned by an assignor. Registered sports officials are independent contractors and therefore, are NOT employees of PIAA, the school, or the assignor. Disputes arising from oral agreements will not be considered by PIAA.

INTERPRETATION

Section 4. October 6, 2011.

Use by PIAA member schools, including member schools and organized groups of member schools utilizing the services of assignors, of online electronic assignment programs shall meet the requirements of entry of contracts under this provision, provided that all critical terms relating to said contracts are communicated to the PIAA-registered sports officials and the sports officials engage in affirmative acts accepting the assignments.

Section 6. Violation or Cancellation of Sports Official's Contract by a PIAA Member School.

If a PIAA member school violates or cancels a contract with an official, the District Committee or the Board of Directors, within their respective jurisdictions, may require a school so violating or so canceling to pay to the offended official the fee or fees for the Contest or Contests which have been provided in the official contract. The failure of a PIAA member school to live up to the terms of the contract is considered a violation of the Constitution and By-Laws of PIAA.

Section 7. Removal of Registered Sports Officials.

A. Mandatory Removal.

The Executive Director shall remove from the list of registered sports officials any person who is named in the Statewide database as a perpetrator of a founded report committed within the five year-period immediately preceding submission of the certification required under Section 3 of this Article or

who is added to said database in such capacity subsequent to submission of the certification.

The Executive Director shall remove from the list of registered sports officials any person convicted of, or who pled guilty or no contest to, a felony offense under the Controlled Substance, Drug, Device and Cosmetic Act or any of the offenses identified at the time of violation in 24 P.S. § 1-111(e), or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth, unless a period of ten years has elapsed from the date of expiration of the sentence for the offense.

Any currently registered official who, more than ten years prior to submission of the application, was convicted of, or who pled guilty or no contest to, an offense listed at the time of application in 24 P.S. § 1-111(e), or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth, shall have the circumstances of said conviction(s) reviewed by the PIAA Executive Director. In considering whether to remove the official from the list of registered officials, the Executive Director shall consider the nature of the offense and whether the applicant poses a danger specifically to school students or is otherwise unsuitable for registration as an official. This factor is most paramount as to an applicant convicted of a sexual offense, especially an offense (especially one which would trigger registration under Megan's Law) involving sexual, physical or verbal abuse against a child. Other factors to be considered by the Executive Director include the following:

- The time period that has elapsed since the offense;
- Whether the offense was an isolated single event or was repeated;
- The presence or absence of a subsequent criminal history;
- Whether the offense bears a relationship to interscholastic athletics;
- Whether the person was involved in interscholastic sports when the crime occurred; and
- Whether the conduct occurred on the property of a school or relating to sports.

Additionally, the Executive Director shall remove from the list of registered sports officials an individual convicted of an offense identified in 24 P.S. § 1-111(e), or an equivalent offense under the laws of the United States, another state and/or a United States territory, unless the PIAA Director of Legal Affairs certifies that he or she believes that the removal would likely be inconsistent with the applicant's constitutional rights.

The Executive Director shall remove from the list of registered sports officials any person convicted of, or who pled guilty or no contest to, any other felony as defined under the laws of the United States, the Commonwealth of Pennsylvania, another state and/or a United States territory, unless a period of ten years has elapsed from the date of expiration of the sentence for the offense.

The Executive Director shall remove from the list of registered sports officials any person convicted of, or who pled guilty or no contest to, any other misdemeanor of the first degree under Pennsylvania law, or an equivalent offense under the current or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or a former law of this Commonwealth, unless a period of five years has elapsed from the date of expiration of the sentence for the offense.

The Executive Director shall remove from the list of registered sports officials any person convicted of, or who pled guilty or no contest to, more than one misdemeanor offense relating to driving under the influence of alcohol or a controlled substance unless a period of at least three years has elapsed from the date of expiration of the sentence for the most recent offense.

The Executive Director may recommend that the Board of Directors remove from the list of registered sports officials any other registered sports officials if that person has (1) been convicted of, or pled guilty or no contest to, forgery, fraud, embezzlement, perjury, and/or another offense which relates to or calls into question the character, integrity, honesty or veracity of the applicant, or (2) engaged in conduct which is inconsistent with the purposes, ideals and principles of PIAA or which relates to or which calls into question their character, integrity, honesty or veracity.

The decision of the Executive Director to remove an official from the list of registered sport officials may be appealed by the official to the PIAA Board of Directors.

Any sports official removed from the list of registered sports officials under this subsection A may reapply for registration upon expiration of the period identified therein. Reinstatement may be solely within the discretion of the Executive Director and, in any event, shall not be granted unless the removed sports official (1) meets all of the qualifications and requirements then in place and (2) passes such examination(s) as then may be required by the Board of Directors. In granting reinstatement, the Executive Director may place the official on probation for a defined period of time and under conditions deemed appropriate by the Executive Director.

In considering reinstatement of any individual convicted of, or who has pled guilty or no contest to, any felony or misdemeanor, the Executive Director shall consider the nature of the offense and whether the applicant poses a danger specifically to school students or is otherwise unsuitable for registration as an official. This factor is most paramount as to an applicant convicted of a sexual offense, especially an offense (especially one which would trigger registration under Megan's Law) involving sexual, physical or verbal abuse against a child. Other factors to be considered in making the decision include the following:

- The time period that has elapsed since the offense.
- Whether the offense was an isolated single event or was repeated.
- The presence or absence of a subsequent criminal history.
- Whether the offense bears a relationship to interscholastic athletics.
- Whether the person was involved in interscholastic sports when the crime occurred.
- Whether the conduct occurred on the property of a school or relating to sports.

Additionally, the Executive Director shall not reinstate any individual convicted of an offense identified in 24 P.S. § 1-111(e), or an equivalent offense under the laws of the United States, another state and/or a United States territory, unless the PIAA Director of Legal Affairs certifies that he or she believes that the refusal to reinstate would likely be inconsistent with the individual's constitutional rights.

B. Discretionary Removal.

The Board of Directors may remove from the list of registered sports officials any person:

1. Whom the Board of Directors has determined to have been biased and/or consistently incompetent or unfair in the official's decisions in Contests, or
2. Whose conduct on or off the competition surface is inconsistent with the purposes, ideals and/or principles of PIAA or which otherwise renders the official unfit to act as a registered sports official, or
3. Who is convicted of forgery, fraud, embezzlement, perjury, and/or another offense which relates to or calls into question the character, integrity, honesty or veracity of the official, or
4. Who has been removed for misconduct by a national amateur or professional athletic organization or a state high school association that recognizes and/or registers sports officials, or
5. Who, while under suspension herein, engages in conduct defined in Section 8 below that would be additional grounds for suspension.

Any sports official removed from the list of registered sports officials under this subsection B may reapply for registration after no less than five school years have passed from such removal. Reinstatement is solely within the discretion of the Board of Directors and, in any event, shall not be granted unless the removed sports official (1) meets all of the qualifications and requirements then in place, (2) passes such examination(s) as then may be required by the Board of Directors, and (3), at a hearing before the Board of Directors, demonstrates, by clear and convincing evidence, that the reason(s) for removal have been satisfactorily addressed and that the official currently possesses the character, integrity, moral fitness, and competence to be registered. In granting reinstatement, the Board of Directors may place the official on probation for a defined period of time and under conditions deemed appropriate by the Board of Directors.

Section 8. Suspension.

The Board of Directors authorizes the Executive Director to suspend from the list of registered sports officials, for a period determined to be appropriate by the Executive Director, in the applicable sport(s), any person:

- A. Who repeatedly violates or cancels contracts with PIAA member schools or repeatedly alters proposed contracts without the consent of the other contracting party, or
- B. Who is charged with any felony of the first, second, or third degree or misdemeanor of the first degree, or
- C. Who has engaged in conduct which is inconsistent with purposes, ideals and/or principles of PIAA or which is otherwise detrimental to the welfare of PIAA, its members, student-athletes, and/or other registered sports officials, or
- D. Who fails to cooperate with PIAA in any investigation, or
- E. Whose conduct on or off the competition surface is not conducive to the best interests and/or purposes of PIAA, or
- F. Who fails to comply with PIAA regulations pertaining to sports officials, and/or with decisions of the Executive Director or Board of Directors relating to the official, or
- G. Who has been suspended for misconduct by a national amateur or professional athletic organization or a state high school association that recognizes and/or registers sports officials, or
- H. Who, while on probation herein, engages in conduct defined in Section 9 below that would be additional grounds for probation, or
- I. Who has been determined to have been biased and/or palpably unfair in decisions in a Contest, or
- J. Who repeatedly fails to file with the PIAA Office, within twenty-four (24) hours following the completion of the Contest, a report of disqualification of a Coach and/or contestant under ARTICLE XIII, PENALTIES, Section 8, Disqualification from Next Contest(s), of the PIAA By-Laws.

NOTE: The offenses identified in Section 1-111(e) currently include: (1) criminal homicide; (2) aggravated assault; (3) stalking; (4) kidnapping; (5) unlawful restraint; (6) luring a child into a motor vehicle or structure; (7) rape; (8) statutory sexual assault; (9) involuntary deviate sexual intercourse; (10) sexual assault; (11) institutional sexual assault; (12) aggravated indecent assault; (13) indecent assault; (14) indecent exposure; (15) sexual intercourse with an animal; (16) incest; (17) concealing death of a child; (18) endangering the welfare of children; (19) offenses dealing with infant children; (20) prostitution and related offenses; (21) obscene and other sexual materials and performances; (22) corruption of minors; (23) sexual abuse of children; (24) unlawful contact with a minor; (25) solicitation of minors to traffic drugs; and (26) sexual exploitation of children. The list further includes (1) equivalent or similar crimes under federal law or of another state, United States territory, the District of Columbia, a foreign nation, or under a former law of the Commonwealth of Pennsylvania, and (2) a felony offense under the Controlled Substance, Drug, Device, and Cosmetic Act. This list may be modified, reduced, or expanded by Act of the General Assembly. The list of offenses in effect at the time of violation by the sports official shall be applicable to proceedings to remove or suspend that sports official.

Section 9. Probation.

The Board of Directors authorizes the Executive Director to place on probation and exclude from eligibility for assignments to District or Inter-District Championship Contests, for a period determined to be appropriate by the Executive Director, in the applicable sport(s), any registered sports official:

- A. Who violates or cancels a contract with a PIAA member school or alters a proposed contract without the consent of the other contracting party, or
- B. Who fails to wear the required uniform, or
- C. Who fails to cooperate with PIAA in any investigation, or

- D. Whose conduct on or off the competition surface is inconsistent with the purposes, ideals and/or principles of PIAA or which otherwise is not conducive to the best interests and/or purposes of PIAA, or
- E. Who fails to comply with PIAA regulations pertaining to sports officials and/or with decisions of the Executive Director or Board of Directors relating to the official, or
- F. Who has been placed on probation for misconduct by a national amateur or professional athletic organization or a state high school association that recognizes and/or registers sports officials, or
- G. Who has been accused of being biased and/or palpably unfair in decisions in a Contest, or
- H. Who fails to file with the PIAA Office, within twenty-four (24) hours following the completion of the Contest, a report of disqualification of a Coach and/or contestant under ARTICLE XIII, PENALTIES, Section 8, Disqualification from Next Contest(s), of the PIAA By-Laws.

INTERPRETATION

The use of the official's standard uniform is mandatory.

Section 10. Accelerated Rehabilitative Disposition (ARD)

A suspension imposed on an official pursuant to Section 8B of this ARTICLE will be lifted upon the official providing certification of his/her completion of an Accelerated Rehabilitative Disposition (ARD) program disposing of all the charges.

**ARTICLE XVIII
OFFICIAL RULES FOR SPORTS**

Official rules for various sports shall be as follows except where such rules conflict with rules now or hereafter adopted by the PIAA Board of Directors. In cases of such conflict, the rules adopted, changed or modified by the Board of Directors shall apply.

Section 1.

Official rules for various sports shall be those published by the National Federation of State High School Associations (NFHS). In those sports where there is no rules publication by NFHS, the rules shall be those adopted, changed or modified by the PIAA Board of Directors.

EXCERPTS FROM THE PIAA POLICIES AND PROCEDURES THAT PERTAIN TO OFFICIALS

ASSIGNMENT OF CONTEST OFFICIALS POLICY

I. General

PIAA is committed to the principles of equal treatment for all individuals. PIAA will engage Contest personnel and contract with and assign PIAA-registered sports officials to Postseason Contests without regard to race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap.

II. Equal Opportunity Assignment of PIAA-Registered Sports Officials

It is the policy of PIAA to provide equal opportunity in its assignment of PIAA-registered sports officials to Postseason Contests; and to assign Contests in a manner that does not discriminate against any person because of race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap.

To further this policy, PIAA will:

- a) make all Contest assignments without regard to race, color, religion, sex, age, national origin, ancestry, or non-Contest related disability or handicap and take affirmative measures to seek qualified minority group and female sports officials;
- b) further the principle of equal opportunity in its assignment of sports officials to Postseason Contests which are based on qualifications in accord with the essential functions to perform the assignments and;
- c) ensure that assignments are in accord with general principles of equal opportunity by applying only merit based requirements for assignments.

POLICY FOR ASSIGNING REGULAR SEASON CONTEST OFFICIALS/ASSIGNOR(S)

Member schools are ultimately responsible for entering into contracts with PIAA-registered sports officials to officiate Regular Season Contests. Member schools may, either directly or through an organized group of member schools, delegate the responsibility of arranging for officiating at specific Regular Season Contests to another individual, typically referred to as an “assignor”, under the following conditions:

- 1) The assignor annually provides certification to the member school, or an organized group of member schools of which the contracting school is a member, that the assignor does not assess Contest officials, nor accept from Contest officials, a fee. If there is any fee or other compensation to be paid to the assignor, it shall be paid by the member school, or an organized group of member schools.
- 2) The assignor annually provides certification to the member school, or an organized group of member schools, that the assignor does not discriminate on the bases of race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap of official or participating student-athletes with respect to the level, quality, or number of assignments, and does not otherwise discriminate against any official on the basis of race, color, religion, gender, age, national origin, or ethnic background.
- 3) Contracts for Officials Under PIAA Rules (PIAA Official Contract Form) are to be issued for all Contest officials’ assignments and shall be signed by the Principal of the member school or by one Principal representing an organized group of member schools or, at the option of the applicable Principal, the Athletic Director of the member school or one Athletic Director representing an organized group of member schools.

No member school, or an organized group of member schools, shall utilize the services of an assignor whom the member school, or an organized group of member schools, determines is seeking or accepting fees from officials or who is discriminating against officials on the bases of race, color, religion, gender, age, national origin, ethnic background or non-performance related disability or handicap of official or participating student-athletes.

Member schools and organized groups of member schools, which utilize the services of an assignor, are encouraged to enter into a written agreement with the assignor specifying the relationship with the assignor and the responsibilities of the assignor. A form agreement, which can be modified to meet the specific circumstances as needed, is provided in the Forms section of the PIAA Handbook.

POLICY FOR ASSIGNING DISTRICT CHAMPIONSHIP CONTEST OFFICIALS

It is PIAA policy that PIAA District Officials’ Representative(s), or the Officials’ Representative’s designee(s), with the concurrence of the respective PIAA District Chairmen, assign PIAA-registered Contest officials in the sports of baseball, basketball, cross country, field hockey, football, lacrosse, softball, soccer, swimming and diving, track and field, volleyball, and wrestling to all District Championship Contests.

The PIAA District Officials’ Representative(s), and any agents and employees thereof, who participate in the assignment of officials, shall not refuse to assign an official based on the gender, national origin, race, religion, or ethnic background of the official or the gender, national origin, race, religion, or ethnic background of the participating student-athletes; shall not discriminate against any official on the basis of race, color, religion, gender, age, nation origin, ethnic background or non-performance related disability or handicap with respect to the level, quality, or number of assignments; and shall not otherwise discriminate against any official on the

basis of race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap.

POLICY FOR ASSIGNING INTER-DISTRICT CHAMPIONSHIP CONTEST OFFICIALS

It is PIAA policy that the Executive Director, or the Executive Director's designee, assigns PIAA-registered Contest officials in the sports of baseball, basketball, cross country, field hockey, football, lacrosse, softball, soccer, swimming and diving, track and field, volleyball, and wrestling to all Inter-District Championship Contests.

Beginning July 1, 2010, the failure of a PIAA-registered sports official to attend at least one PIAA Officials' Convention during the preceding five (5) years may be considered a factor in determining whether to assign that sports official to officiate a PIAA Inter-District Championship Contest.

PIAA, and any officers, agents and employees thereof and Chapters of Registered Officials, and any officers, agents and employees thereof who participate in the assignment of officials to Postseason Contests, shall not refuse to assign a Contest official based on the gender, national origin, race, religion, or ethnic background of the Contest official or the gender, national origin, race, religion, or ethnic background of the participating student-athletes, shall not discriminate against any Contest official on the basis of race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap with respect to the level, quality, or number of assignments, and shall not otherwise discriminate against any Contest official on the basis of race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap.

A Contest official may report an alleged violation of the nondiscrimination provisions of this Policy for Assigning Contest Officials to the Officials' Representative(s) of the PIAA District in which the Contest official resides, or to the Assistant Executive Director, in writing, describing the alleged violation in such detail as is available to the Contest official. The Officials' Representative will forward a copy of any such report to the Assistant Executive Director. In either case, the Assistant Executive Director will circulate any such report in summarized form to the officers of PIAA and to the PIAA Board of Directors. PIAA, and any officers, agents, and employees thereof, and Chapters of Registered Officials, and any officers, agents, and employees thereof who participate in the assignment of Contest officials, shall not retaliate against any person because of the filing of a report with the Officials' Representative or the Assistant Executive Director, or because of any person's involvement in the resolution of the report, or because of participation in any capacity in the case of Noreen P. Kemether v. PIAA.

In those instances in which a PIAA member school or group of member schools enters into a contract by which responsibility for the assignment of Contest officials is given to another person or entity, PIAA recommends that PIAA member schools include contract language that is identical to the nondiscrimination provisions of this Policy. PIAA also recommends that, in those instances in which the responsibility for the assignment of Contest officials is given to another person or entity by a PIAA member school or group of member schools in a document that is less formal than a contract (such as, for example, an annual letter), the document include equivalent language.

FEES

POLICY REGARDING REGULAR SEASON CONTEST OFFICIALS' FEES

The Board of Directors will not sanction, recognize, or support the establishment of either minimum fees or maximum fees for officiating Regular Season Contests by either any Chapter of Sports Officials or organized group of member schools.

The matter of Contest officials' fees is an agreement between the individual Contest official and the school or entity hosting the Contest(s). A contract, to be valid, shall be in writing, shall be consistent with the "Contract for Officials Under PIAA Rules" ("Officials' Contract"), and shall be signed by the Contest official and the Principal or Athletic Director of the contracting school or entity.

The process for payment of PIAA-registered sports officials' Regular Season fees is as follows:

- 1) Host schools or entities, and sports officials who have agreed to work a Contest or a multi-Contest event, such as a Tournament involving two or more PIAA member schools, shall, as early as is reasonably

feasible, electronically or on paper complete an Officials' Contract for that Contest or Tournament. Disputes arising from oral agreements will not be considered by PIAA.

Host schools and entities should ensure that Contest officials' fees are paid to the officials **prior to** the beginning of **all** Regular Season Contests. To be so paid, checks must be prepared in advance and the host school or entity must have the required information concerning the official. Therefore, the failure of an official to have executed an Officials' Contract reasonably prior to the Contest or Tournament may result in the host school or entity being unable to comply with this recommendation.

- 2) Officials shall timely complete any requested expenditure reports, state, local, or federal tax forms, and any other accounting documents that may reasonably be required by the host school or entity.
- 3) Officials must complete their assignment as contracted and perform all duties as written in said contract. This includes, but is not limited to, appropriate time of arrival, equipment and Contest site inspections, pre-Contest activities (i.e., weigh-in), and all other duties as detailed by the sport specific National Federation of State High School Athletic Associations (NFHS) rules book and/or adopted PIAA policies.

Contract Disputes

Any dispute arising out of an Officials' Contract may be brought by either the official or the host school or entity to the local elected PIAA District Officials' Representative, who shall attempt to mediate the dispute.

If the local District Officials' Representative is unable to resolve a claim by an official asserting a breach of the contract, the official may request a hearing before the local PIAA District Committee for failure of the host school or entity to adhere to the PIAA Policies and Procedures. Penalties may be enforced as per ARTICLE XIII, PENALTIES, of the PIAA By-Laws. This procedure is not available until the official has made a good faith effort to resolve the dispute through mediation with the District Officials' Representative.

EVALUATION OF OFFICIALS

POLICY REGARDING EVALUATION OF REGULAR SEASON, DISTRICT CHAMPIONSHIP, AND INTER-DISTRICT CHAMPIONSHIP CONTEST OFFICIALS:

EVALUATION OF REGULAR SEASON CONTEST OFFICIALS

Evaluation forms for local chapters are available in each sport's chapter rules interpreter's meeting guide. Local chapters, in evaluating their member officials, may utilize these evaluation instruments. A composite of chapter members' evaluations should be submitted to each elected PIAA District Officials' Representative(s) for their information and use.

As a continuing service to local chapters, additional information and/or discussion items may also be obtained by contacting the PIAA Office.

EVALUATION OF PIAA DISTRICT CHAMPIONSHIP CONTEST OFFICIALS

It is recommended that all officials assigned to District Championship Contests in the sports of baseball, basketball, field hockey, football, lacrosse, softball, soccer, volleyball, and wrestling be evaluated.

It is recommended that PIAA District Officials' Representative(s) assign evaluators to District Championship Contests in the sports of baseball, basketball, field hockey, football, lacrosse, softball, soccer, volleyball, and wrestling. The District Officials' Representative(s) may defer to the PIAA District-appointed site manager to secure a capable evaluator. A list of chapter or district rules interpreters is available from the PIAA Office to assist in identifying trained observers to evaluate District Championship Contest-assigned officials.

An evaluation instrument, which has been developed by the Assistant Executive Director with assistance from the respective statewide rules interpreters, district interpreters, chapter interpreters and District Officials' Representative(s), is available from the PIAA Office to assist in the PIAA District evaluation process.

It is recommended that a completed evaluation form be submitted to the PIAA District Officials' Representative(s), Executive Director/Secretary and/or sport specific chairman immediately following the

conclusion of the District Championship Contest but no later than 24 hours after the conclusion of that Contest, for use in further assessing Contest officials for subsequent rounds.

EVALUATION OF PIAA-ASSIGNED INTER-DISTRICT CHAMPIONSHIP CONTEST OFFICIALS

All officials assigned to Inter-District Championship Contests in the sports of baseball, basketball, field hockey, football, lacrosse, softball, soccer, volleyball, and wrestling are to be evaluated.

A District which hosts an Inter-District Championship Contest in that PIAA District shall have that District's elected Officials' Representative(s) communicate with the Assistant Executive Director as to who is assigned to evaluate the officials PIAA has assigned to that Contest. The Officials' Representative(s) may defer to the PIAA-appointed site manager to secure a capable evaluator. A list of chapter or district rules interpreters will be provided in each Inter-District Championship Contest Tournament director's handbook to assist in identifying trained observers to evaluate PIAA-assigned Contest officials.

An evaluation instrument, which has been developed by the Executive Director with assistance from the respective statewide rules interpreters, district interpreters, chapter interpreters and District Officials' Representative(s), is available in each Inter-District Championship Contest manager's handbook and is to be utilized in the evaluation process.

A completed evaluation form is to be submitted to the Assistant Executive Director, immediately following the conclusion of the Inter-District Championship Contest but no later than 24 hours after the conclusion of that Contest, for use in further assessing Contest officials for subsequent rounds.

NONDISCRIMINATION POLICY ON THE EVALUATION OF CONTEST OFFICIALS

If PIAA, or any officers, agents, or employees thereof, or Chapters of Registered Sports Officials, or any officers, agents, and employees thereof participate in an evaluation of officials for Regular Season Contests involving a PIAA member school or District or Inter-District Championship Contests, they shall not discriminate against any Contest official on the basis of race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap with respect to evaluation and rating.

If PIAA, or any officer, agent, or employee thereof, or any Chapter of Registered Sports Officials, or any officer, agent, or employee thereof, creates or maintains a system of evaluating officials for Regular Season Contests involving a PIAA member school or District or Inter-District Championship Contests, the evaluation system must be fair and equitable, must not use race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap-neutral evaluation criteria and procedures, and must include women among the persons performing the evaluations wherever it is practicable to do so. No person or entity listed in the immediately preceding sentence may participate in any such evaluation system if the person or entity knows that such system is not fair and equitable, does not use race, color, religion, gender, age, national origin, ethnic background, or non-performance related disability or handicap-neutral evaluation criteria, or does not include women among the persons performing the evaluation wherever it is practicable to do so.

In those instances in which a PIAA member school or group of member schools enters into a contract by which responsibility for the evaluation of Contest officials is given to another person or entity, PIAA recommends that PIAA member schools include contract language that is identical to or similar to the nondiscrimination provisions of this Policy. PIAA also recommends that, in those instances in which the responsibility for the evaluation of Contest officials is given to another person or entity by a PIAA member school or group of member schools in a document that is less formal than a contract (such as, for example, an annual letter), the document should include equivalent language.

PROCEDURE FOR ADDRESSING CONCERNS OF SPORTS OFFICIALS REGARDING ASSIGNMENTS AND EVALUATIONS

A. Discrimination in Assignments and/or Evaluations

Any PIAA-registered sports official who believes that he or she has been discriminated against by a school, assignor, or evaluator on the basis of race, color, religion, gender, national origin, ethnic background, or non-performance related disability or handicap should report, in writing, such allegation to either the Officials' Representative(s) of the PIAA District in which the sports official resides or the Assistant Executive Director. The sports official's report should identify the assignor(s) and/or evaluator(s) believed to have discriminated against the sports official, and describe in as much detail as is available the alleged discrimination. If the report is provided to the District Officials' Representative, that person shall promptly forward the report to the Assistant Executive Director.

Upon receipt of the report, the Assistant Executive Director shall offer to, directly or through a designee, mediate the dispute. Any assignor or evaluator accused of discrimination will be expected to participate in good faith in the mediation process. Refusal to so participate shall be communicated to the conference(s) or league(s) using the assignor or evaluator and shall render the assignor or evaluator ineligible to further assign or evaluate until the dispute is resolved.

Upon conclusion of efforts to mediate the dispute, the Assistant Executive Director will circulate the report from the sports official, in summarized form, as well as a report of the mediation, to the officers of PIAA and to the PIAA Board of Directors.

Any sports official who is dissatisfied with the results of mediation and who believes that a school, assignor, or evaluator engages in discrimination against sports officials may request a hearing before the PIAA Board of Directors. The sports official shall have the burden of demonstrating such discrimination. If such discrimination is found, the PIAA Board of Directors may (1) permanently, or for a specified period of time, prohibit any member school from utilizing the services of the assignor; (2) place the assignor on probation consistent with the provisions of ARTICLE XIII, PENALTIES, Section 7, Probation, of the PIAA By-Laws; and/or (3) publicly censure the assignor consistent with the provisions of ARTICLE XIII, PENALTIES, Section 6, Public Censure, of the PIAA By-Laws.

PIAA, and any officers, agents, and employees thereof, and Chapters of Registered Officials, and any officers, agents, and employees thereof who participate in the assignment of sports officials for Regular Season Contest involving a PIAA member school or District or Inter-District Championship Contests, shall not retaliate against any person because of the filing of a report with the Officials' Representative or the Assistant Executive Director.

B. Dissatisfaction with Evaluation

Any registered sports official who believes that he or she has been incorrectly evaluated shall report, in writing, such dissatisfaction to either the Officials' Representative(s) of the PIAA District in which the sports official resides or the Assistant Executive Director. The sports official's report should describe, in as much detail as is available, the reasons why the evaluation is inaccurate.

Upon receipt of the report, the District Officials' Representative shall offer to, directly or through a designee, mediate the dispute. Any evaluator whose evaluation is challenged will be expected to participate in good faith in the mediation process. Refusal to so participate shall be communicated to the conference(s) or league(s) using the evaluator and shall render the evaluator ineligible to further evaluate absent a decision from the Board of Director reinstating the evaluator. If mediation is unsuccessful, the sports official may request a hearing before the District Committee to review the evaluation. Upon the conclusion of the hearing, the District Committee may (1) leave the evaluation as originally prepared; (2) strike the evaluation; and/or (3) direct that a new evaluation occur.

POLICY REGARDING MEMBER SCHOOL SUPERVISION OF PIAA- REGISTERED SPORTS OFFICIALS ENGAGED TO OFFICIATE CONTESTS

At all Contests between PIAA member schools, the host school shall ensure that PIAA-registered sports officials who have been engaged to officiate their Contests are given a changing area separate and apart from those changing areas utilized by student-athletes. If this is not physically possible, the host school shall

establish and enforce a detailed plan identifying how it intends to prevent one-on-one unsupervised or unobserved contact by sports officials with student-athletes. Host schools shall take all steps reasonably necessary to ensure that the sports officials do not have other opportunities for one-on-one unsupervised or unobserved contact with student-athletes. The failure to adopt and implement appropriate procedures may disqualify the host school from hosting future Contests between PIAA member schools for a period of time deemed appropriate by the PIAA District Committee or the PIAA Board of Directors, within their respective jurisdictions, as well as imposition of other sanctions under ARTICLE XIII, PENALTIES, of the PIAA By-Laws.

PROCEDURAL STANDARDS FOR DISCIPLINE OF PIAA-REGISTERED SPORTS OFFICIALS

I. Introduction

These procedural standards apply to the hearings arising out of, or relating to, ARTICLE XV, OFFICIALS, of the PIAA By-Laws.

II. Basis for Hearings and Appeals

ARTICLE VII, POWERS AND DUTIES OF BOARD OF DIRECTORS AND OFFICERS, of the PIAA Constitution, authorizes the PIAA Board of Directors to make and apply necessary policies, procedures, rules, and regulations of PIAA-registered sports officials, and to fix and enforce penalties for any violation of the PIAA Constitution, By-Laws, Policies and Procedures and Rules and Regulations.

ARTICLE XV, OFFICIALS, Section 6, Removal of Registered Sports' Officials, of the PIAA By-Laws, governs the registration, conduct and removal of PIAA-registered sports officials (hereafter "official" or "officials").

III. Matters that may be Heard

Matters that may be heard are those which relate to the conduct of officials. Those matters include:

- A.** A hearing held by the Executive Director to consider whether to remove, suspend or place on probation an official.
- B.** A hearing held by the Board of Directors to consider an appeal of the decision of the Executive Director to remove, suspend or place on probation an official.
- C.** A hearing held by the Board of Directors to consider, under ARTICLES XV, OFFICIALS, Section 6, Removal of Registered Sports Officials, Sub-Section B, Discretionary Removal, of the PIAA By-Laws, whether to remove an official.

IV. Persons with Standing to Initiate Proceedings

- A.** The Executive Director may, on the Executive Director's own initiative, investigate, and resolve matters arising under ARTICLE XV, OFFICIALS. In so doing, the Executive Director may schedule a hearing to consider the matter.
- B.** A member school which believes that an official should be removed, suspended, or placed on probation pursuant to ARTICLE XV, OFFICIALS, has the right to request that such matter be considered by the Executive Director and, if dissatisfied with the decision of the Executive Director to appeal his/her decision to the Board of Directors.
- C.** An official who has been notified that the Executive Director is conducting an investigation and/or considering imposition of sanctions under ARTICLE XV, OFFICIALS, may request a hearing before the Executive Director.

- D. An official removed, suspended, or placed on probation by the Executive Director has the right of appeal to the Board of Directors.
- E. The Executive Director or the President of PIAA may request a hearing to consider the removal of an official pursuant to ARTICLE XV, OFFICIALS, Section 6, subsection B, Discretionary Removal.
- F. A member school which believes that an official should be removed pursuant to ARTICLE XV, OFFICIALS, Section 6B, has the right to request that such matter be heard by the Board of Directors.

V. Request for Hearing

Requests by officials or members schools for hearings shall be made in writing to the Executive Director. The letter shall provide sufficient information to enable the Executive Director to identify the issue(s) involved.

Upon request of the official or the Principal of the requesting school, or counsel for either, the Executive Director shall provide a copy of all written materials in the Executive Director's possession which are to be used at the hearing.

VI. Manner of Consideration of Matter

In all cases where an official or member school has properly requested a hearing prior to a determination, such opportunity shall be granted.

If an official or member school requests that a matter be resolved solely upon written submission, without a hearing, the Executive Director may do so only if the official consents to such consideration.

Where a transcript has been made of the proceedings before the Executive Director, the record on appeal shall be limited to that transcript and any written materials which were before the Executive Director in connection with the making of the Executive Director's decision.

Where no transcript has been made of the proceedings before the Executive Director, the record on appeal shall consist of the written material submitted to and by the Executive Director, and any oral testimony and additional written material which the appealing official, school, and others involved desire to present.

VII. Notification of Hearing

- A. In all cases where a hearing is to be held, the Executive Director, or the Executive Director's designee, shall send a letter ("Scheduling Letter") to the official and/or Principal of the school involved, providing the following:
 1. The date, time, and place of the hearing.
 2. How the matter arose (by request of the official, a school, the Executive Director or the Board of Directors).
 3. The issue(s) involved, citing (if possible) the applicable provision(s) of the PIAA Constitution, By-Laws, Policies and Procedures, Rules and Regulations, etc. This should be sufficiently specific to inform the official and/or school of the scope of the issues, but sufficiently general to cover collateral issues that may arise.
 4. That, on an appeal of a decision of the Executive Director, where there is a transcript of the proceedings before the Executive Director, and the record on appeal is limited to the testimony and papers before the Executive Director. Any persons involved are entitled to bring with them to the appeal hearing any persons whom they desire to attend, and to be represented by counsel.
 5. That, on an appeal of a decision of the Executive Director, where there is no transcript of the proceedings before the Executive Director, all persons involved are entitled to bring with them to the appeal hearing any persons whom they desire to attend, to submit any written material which they desire, and to be represented by counsel. Where the persons involved intend to submit written material, they should bring a sufficient number of copies for distribution to the decision-makers and any other parties.

6. That the Board, if on appeal, will have copies of the written materials submitted to and by the Executive Director, making it unnecessary for participants to provide them.
 7. That the Executive Director, if on a matter before the Executive Director, will have copies of the written material previously submitted to the Executive Director, is making it unnecessary for participants to provide them.
 8. That if the official has any questions, the official is to contact the Executive Director or another specified person.
- B. Where possible, the Scheduling Letter should be mailed, e-mailed or faxed under circumstances which would result in its being received by the official and/or Principal at least two weeks before the hearing. A shorter period of notice may be appropriate depending on the exigencies of the circumstances.
 - C. Where the matter arises from a written complaint of a member school, representatives of that school are expected to attend the hearing and to be prepared to present evidence in support of the complaint.
 - D. If the official and/or school involved are represented by counsel, the school and/or official is expected to provide such counsel shall be provided with a copy of the letter scheduling the hearing.

VIII. Conduct of Hearing

- A. Immediately prior to the beginning of the hearing, the Executive Director, or the Executive Director's designee, shall introduce all persons present.
- B. The presiding officer shall begin the hearing with an introductory statement which identifies the manner in which the matter arose, and the issue(s) or the rule(s) presented.
- C. Where the matter arose on the complaint of a member school, the representatives of that school shall be requested to make the first presentation.
- D. The time for hearing from witnesses not affiliated with the official or schools, is to be determined according to the position they are expected to support. This is something which often is decided at the appeal hearing; the goal is to provide an official with adverse evidence to which the official would desire an opportunity to respond before beginning to make the official's presentation.
- E. In matters arising under ARTICLE XV, OFFICIALS, Section 6B, and in matters appealed from a decision of the Executive Director, where a school has initiated the proceeding, the testimonial portion of the hearing shall begin with the Principal of the school or the Principal's designee presenting the evidence which would support removal, suspension, or probation of the official. Leeway is to be provided to counsel representing any individual, but if a dispute arises between counsel and the Principal, the Principal will be given the first opportunity to speak, and counsel will be given an opportunity to do so thereafter.
- F. In matters arising under ARTICLE XV, OFFICIALS, Section 6B, and in matters appealed from a decision of the Executive Director, where no school has initiated the proceeding, the testimonial portion of the hearing shall begin with the presiding officer calling upon the Executive Director or the Executive Director's designee to present the evidence which would support the removal, suspension, or probation of the official.
- G. Consistent with the maintenance of an orderly and informative hearing, the manner of presentation of a school's case shall be as chosen by the official or school initiating the proceeding.
 1. The manner of presentation can range from formal trial-type proceedings in which witnesses are called and asked questions, to the more informal and common approach where witnesses simply are given the opportunity to present a narrative as to any applicable facts within their knowledge. The latter is usually more effective.

2. Reasonable cross-examination of witnesses is permitted. Cross-examination may be conducted by an official or the official's counsel or representative, by a school's principal representative or the school's counsel, and/or (on appeal) the Executive Director.
3. Any person in attendance is subject to questioning as to relevant facts within that person's knowledge.
4. Counsel cannot reasonably expect formal rulings on legal objections in the context of these appeal hearings. However, if an evidentiary objection is raised, the presiding officer may rule. In the alternative, the presiding officer may indicate that the objection will be taken under advisement and the applicability/admissibility of the evidence considered during deliberations. The presiding officer also has the authority to control issues of relevance and repetitiveness even in the absence of any objections.

H. Other Procedural Matters

1. **Tape Recordings.** Parties may tape record hearings if such recording is unobtrusive and does not interfere with the hearing process. Hearings and presentations will not be delayed or altered to accommodate persons desiring to record the hearing.
2. **Transcription of Hearing.** Where a request is made by a party that the hearing be transcribed by a court reporter, it is PIAA policy that transcription shall be permitted so long as (1) it is at the expense of the requesting party, and (2) PIAA receives a copy of the transcript at the expense of the requesting party contemporaneously with the delivery of the original to the requester.

Where the Executive Director and/or Board elect to have a court reporter attend a hearing, the cost of attendance shall be borne by PIAA. The costs of any transcript sought by a party, however, shall be borne by that party, which shall provide a copy of the transcript to PIAA.

3. **Swearing of Witnesses.** Swearing of witnesses is not permitted absent the consent of the witness.
 4. **Sequestration of Witnesses.** Sequestration of witnesses (so that witnesses shall not be able to hear the testimony of other witnesses) is at the discretion of the presiding officer. Such requests generally relate to anticipated credibility problems with subsequent witnesses if they have heard prior witnesses. Sequestering of witnesses should be permitted where there is a sound basis for preventing future witnesses from hearing the testimony of earlier ones. Parties to the proceeding (including the official whose interest is at issue) may not be sequestered.
 5. **Approach to hearsay generally.** Hearsay, as a general matter, is testimony, affidavits, statements and/or other documents which convey what another person, not present to be cross-examined at the hearing, previously said about something that is now relevant to the proceeding. Because other parties and the decision makers do not have an opportunity to question the person making the statement(s), the evidence should not be relied upon unless there are strong indicia that the information is reliable. Unsubstantiated rumors are particularly unreliable.
 6. **Sworn and unsworn statements.** Parties will often offer sworn or unsworn statements at hearings. While sworn statements may be more reliable than unsworn ones, both still constitute hearsay because other persons and the decision makers cannot question the person making the statement. Therefore, they should be relied upon only if undisputed or there is other evidence that supports the reliability of the statements made therein.
 7. **Review of Video Media of Contests.** Video of Contests and other activities are treated as any other piece of evidence which may be of use to the Executive Director and the Board of Directors. Those persons intending to use such video at a hearing should be prepared to identify and show the specific parts of relevant video, but should have the entire video available as well. Persons intending to present such evidence should make arrangements in advance to ensure that the video can be viewed by all present.
- I. All persons who are in attendance and who desire to speak to the issue(s) shall be afforded an opportunity to do so.

- J. Before concluding the testimonial portion of the hearing, the presiding officer shall inquire as to whether every person who desired to speak has done so. When no one else desires to do so, the presiding officer shall state that the hearing is closed.

IX. Deliberations Following Hearing

- A. The presiding officer may limit attendance at the deliberations to voting members of the Board of Directors or to the Board of Appeal, but, for training/educational purposes, may allow the attendance of any observing Board members, as well as executives or advisors employed or retained by PIAA.
- B. Deliberations shall not be tape recorded.
- C. The decision shall be based only on the evidence, written and oral, presented. Although it may serve as a basis for questioning during the hearing, uncorroborated information in newspaper articles and anonymous correspondence is not evidence.
- D. The Executive Director, Board of Directors, and/or Board of Appeal may consider prior violations by the official in determining what penalty to assess for the current violation, but shall not consider such matters in determining whether the current alleged violation was in fact committed.
- E. All witnesses and, if the matter involves an appeal from a decision of the Executive Director, the Executive Director shall be absent from the deliberations.

X. Notification of Decision

- A. The decision of the Executive Director and/or Board of Directors shall be made in open session.
- B. The Executive Director, or the Executive Director's designee, or, if on appeal, the presiding officer, shall follow the oral decision with confirmation of the decision by letter setting forth the reasons for the decision.
- C. The letter shall identify the date of the hearing or other consideration, and shall give a brief description for the reason(s) for the decision.
- D. A copy of the letter shall be provided to the official and any school involved in the matter. Any person or entity represented by counsel will be expected to convey the letter to said counsel.

