

NOVA SCOTIA LACROSSE OFFICIALS ASSOCIATION

**CONSTITUTION AND BY-LAWS
Adopted and Approved
29 November, 2010**

NOVA SCOTIA LACROSSE OFFICIALS ASSOCIATION

RATIONALE

This constitution is developed as a resource for all Nova Scotia Lacrosse officials. It is developed to achieve a certain level of uniformity for all phases of the official's development and conduct. This constitution is also intended to provide a basis for free and open discussion of Nova Scotia Lacrosse Officials Association (NSLOA) policy between and among officials.

NSLOA STRUCTURE

The NSLOA is an association of all registered Lacrosse officials in the province of Nova Scotia. It is the only recognized provincial body for Lacrosse officials within Nova Scotia and works closely with the Canadian Lacrosse Association (CLA), Lacrosse Nova Scotia Society (LNSS), a registered society under the laws of the province of Nova Scotia.

NSLOA RELATIONSHIP TO LNSS

NSLOA is an independent association of lacrosse officials, from the box and field sectors, which hold exclusive responsibility and authority, through LNSS, to officiate all LNSS sanctioned lacrosse games. LNSS RIC shall be a non-voting member of the NSOA. As such, the LNSS RIC represents all Nova Scotia officials at the provincial level, and nationally via the CLA. The LNSS RIC is designated as the head official for the province of Nova Scotia. This person may or may not be the most senior official or the official with the highest certification level in the province. NSLOA members are restricted to officiating LNSS sanctioned events only. Failure to comply with the aforementioned restriction could result in suspension by LNSS or NSLOA.

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ARTICLE 1 – NAME

1.01 The name of the Association shall be Nova Scotia Lacrosse Officials Association (NSLOA). For the purpose of simplification the NSLOA will be referred to as the Association throughout this document.

ARTICLE 2 - PURPOSE

2.01 The purpose of the association shall be:

- a) Membership to the Association brings with it a certain level of professional recognition, a positive feeling of belonging to an association that is recognized both nationally and internationally. All members have an opportunity to develop their individual skills as Lacrosse officials and to aspire to whatever level their capabilities and ambitions allow. A member in good standing with NSLOA has an opportunity to be assigned to any match within their level and ability at the Provincial, National and International level. To be assigned to any of these tournaments is an honour and a goal for each official to achieve. Membership also provides officials liability insurance, through LNSS, against the unfortunate possibility in case a player is injured and decides to use the Courts to sue for personal damages. Officials are also protected from physical, emotional and verbal abuse from players and coaches. All incidents shall be investigated and reported to the league or association and if the behavior of the parties involved is found inappropriate appropriate action shall be taken.
- b) To promote the welfare of the game of Lacrosse, its players and officials;
- c) To maintain the highest standard of Lacrosse officiating;
- d) To encourage the spirit of fair play and sportsmanship;
- e) To have available at all times an adequate number of thoroughly trained and capable officials; and
- f) To co-operate with all organizations officially connected with the game of Lacrosse in furthering its interests and ideas.

ARTICLE 3 – EXECUTIVE COMMITTEE

3.01 Executive Committee shall be the committee charged with the administration of the affairs of the Association elected in accordance with this Constitution and Bylaws. The elected Executive Committee of the Association shall be:

- a) President,
- b) Secretary,
- c) Treasurer,
- d) Mentor Evaluator,
- e) Official Development Coordinator,
- f) Box Sector Representative; and
- g) Field Sector Representative.

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- h) The immediately previous President shall be an honorary member of the Executive to serve in an advisory capacity with no power or vote.

3.02 Duties and Responsibilities of the Executive Committee:

- a) Interim Authority - The Executive Committee shall handle all business of the Association occurring between regular or special meetings.
- b) Financial Authority - the financial administration of the Association shall be vested in the Executive Committee, which will submit reports thereof through the Treasurer.
- c) Fiscal Year - The fiscal year shall commence 01 January and terminate on 31 December , with a financial report to the Fall Meeting.
- d) Administrative Duties – The administrative duties of the Association shall be vested in the Executive Committee, which will submit reports through the Secretary.
- e) The Executive Committee shall have the responsibility of collecting and forwarding dues and fees to Associations with which the Officials Association are affiliated, and shall have the right to levy such other charges as may be necessary for the proper functioning of the Association.
- f) Quorum - The quorum for any meeting of the Executive Committee shall be the President, and four other members of the Executive Committee.
- g) Multiple Positions - Excluding the Mentor Evaluator position, no member shall hold more than one Executive position at a time.
- h) The term of office for all Executive Committee positions will be two years. The president, treasurer, and box sector chair will be voted in even years; the remainder of the executive members (except Past President and LNSS RIC) in odd years.
- i) All officers shall attend all meetings as called by the President, or NSLOA. If he/she misses 3 consecutive meetings (General, Executive, Special without reasonable cause), or violates the ethics code as determined by the executive committee, the President shall declare the position vacant and shall notify all Association Members of the reason for that vacancy;
- j) Vacancy - The executive committee shall have the power to fill any vacancy other than the President which occurs between the Fall and Spring general meetings.
- k) In the case of a vacancy in the position of President, the Previous President shall assume the duties of President until an election can be held and the election shall be held within 30 days of the vacancy.

3.03 **THE DUTIES AND RESPONSIBILITIES OF THE OFFICERS**

a) REGIONAL OFFICIALS CHAIRMAN (PRESIDENT)

In this capacity, he/she shall:

1. Preside at all General, Executive, and Special Meetings of the Association;
2. Appoint all committees;
3. Be responsible for the affairs of the Association;

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4. With the assistance of the Executive Committee execute and administer the policies established by the Association; and
5. Be ex-officio, non-voting member of all committees, except the disciplinary committee.

The PRESIDENT must:

1. Monitor the collection of all officials' dues and direct the collection of such dues to the NSLOA;
2. Present the treasurer's budget to the MMLL, NSFLL, ECJLL (and any other leagues that may be created), and a year-end financial and President's report to LNSS;
3. Be notified of any major tournaments held within the province and be responsible for the assigning of officials to such tournaments.
4. Serve as a signing officer for the Association, thus signing all cheques issued by NSLOA;
5. Be responsible for the development of policy as it applies within the Association and in relationship to LNSS, and the Lacrosse community in Nova Scotia;
6. Be able to designate any of the above responsibilities to any Executive Member as he/she sees fit.

Vice President

1. Act in the capacity of the president if the president can not carry out his/her responsibilities;
2. Serve as a signing officer for the Association, thus signing all cheques issued by NSLOA;
3. Carry out tasks as assigned by the president.

b) SECRETARY

In this capacity, he/she shall:

1. He/she shall be responsible for retaining copies of all correspondence pertaining to the Association.
2. He/she shall act as Secretary at all meetings of the Association and the Executive Committee, and ensure that the minutes are correctly distributed.
3. He/she shall keep an up-to-date record of all the names, address, and contact information of all Association members.
4. Publish an annual, up-to-date, list of all officials;
5. He/she shall maintain final evaluation of all Officials evaluations, as supplied from the Mentor Evaluator, through the President.
6. He/she shall maintain a record of all official reports submitted to LNSS, minutes of all meetings, and election results.

c) TREASURER

In this capacity, he/she shall:

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1. Maintain full and accurate account of all moneys received and shall deposit same in the name of, and to the credit of the Nova Scotia Lacrosse Officials Association;
2. Disburse all moneys under the direction of the Executive Committee, and shall present an annual financial report, in writing, to the Association, at the Fall meeting. A copy of this report shall be made available to all Association Members, not in attendance, following the Fall meeting. A copy will be emailed to all officials who have an active email address listed in our file;
3. Serve as a signing officer for the Association, and signs all cheques (with another officer) issued by NSLOA;
4. Act as a liaison between NSLOA and LNSS, MMLL and ECJLL on all revenue and expense items; and
5. Assist in preparing budgets, invoices, year-end financial report, and financial statements as required by the Executive Committee.

d) MENTOR EVALUATOR

In this capacity, he/she shall:

1. He/she shall be responsible for developing policy and to expand the evaluation of officials in our province, and assist in maintaining the evaluation system.
2. He/she shall submit in writing all evaluations to the President/Officials Development Coordinator, with a copy to the Official concerned, within two weeks of the evaluation.
3. He/she shall be responsible to co-ordinate the evaluation of all officials if and when possible at all LNSS sanctioned matches.

e) BOX SECTOR REPRESENTATIVE

In this capacity, he/she shall:

1. Liaise with MMLL and ECJLL to ensure two way communications are in place, throughout the season, between the association and the leagues;
2. Liaise with leagues on officiating issues;
3. Communicate any new CLA rule changes, and NOCP interpretation to the leagues;
4. Ensure MMLL and ECJLL addendum rules are included in annual certification clinics; and
5. Ensure assignors are in place prior to the spring meeting;and
6. Be responsible to assist the LNSS RIC to coordinate all aspects of the certification clinics throughout the province. He/she must be certified as a NOCP clinician.
7. Keep accurate records, financial and registration of all participants and submit them to the Secretary and Treasurer, within two weeks of the clinic.
8. Coordinate with the Mentor Evaluator, the evaluation process for all clinics.
9. Work closely with the assignors of all levels of play and the Mentor Evaluator/league RICs to position officials in matches appropriate for each official's development.

g) FIELD SECTOR REPRESENTATIVE

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In this capacity, he/she shall:

1. Liaise with MMFLL and MUFLI to ensure two way communications are in place, throughout the season, between the association and the leagues;
 2. Liaise with leagues on officiating issues;
 3. Communicate any new CLA/FIL rule changes, and NOCP interpretation to the leagues;
 4. Ensure NSFLL and MUFLI addendum rules are included in annual certification clinics; and
 5. Ensure assignors are in place prior to the spring meeting; and
 6. Be responsible to assist the LNSS RIC to coordinate all aspects of the certification clinics throughout the province. He/she must be certified as a NOCP clinician.
 7. Keep accurate records, financial and registration of all participants and submit them to the Secretary and Treasurer, within two weeks of the clinic.
 8. Coordinate with the Mentor Evaluator, the evaluation process for all clinics.
 9. Work closely with the assignors of all levels of play and the Mentor Evaluator/league RICs to position officials in matches appropriate for each official's development.
- f) **WOMENS SECTOR FIELD – in development**
- g) **INTER-LACROSSE – in development**

i) LNSS RIC

In addition to responsibilities as defined by LNSS, he/she shall:

1. Represent NSLOA at all LNSS Meetings;
2. Submit an annual NSLOA report to LNSS at the Annual General Meeting and make this report available to all NSLOA/LNSS members upon request;
3. Be responsible for the certification of all lacrosse officials in the province;
4. Oversee the training and certification of Level 1 – Level 5 box and field officials through the LNSS/NSLOA clinicians, Officials Development Coordinator, and the Mentor Evaluator;
5. Be responsible for communicating all rule interpretations within the province as stated by the CLA and NOCP;
6. Represent the province at the Semi-annual CLA meetings;
7. Through LNSS, nominate to the CLA Officiating Sector, or directly assign, officials to any National or International matches or tournaments held within the area; and
8. Recommend to the CLA Officiating Sector a list of officials that may represent the province at National championships or championships held outside the province;

Election – Officials interested in assuming Committee positions shall submit their name in person at the Spring meeting, or by notification to the Executive by means of a written acceptance of nomination, prior to the meeting. Election of officers shall take place at the annual Spring Meeting of the Association, following unfinished business. Any Official in good standing may be nominated and accept nomination. Any member in good standing may nominate

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any other member in good standing for office, prior to or at the meeting. If there is more than one nomination for any office, election shall be by secret, written ballot. A member must be present at the meeting to vote and there will be no vote by proxy. The newly elected officers shall take their positions at the conclusion of the meeting.

ARTICLE 4 - MEMBERSHIP

4.01 MEMBERS

- a) This organization shall be composed of members currently in good standing with the Association.
- b) Members shall comply with the requirements of this Constitution and by-laws.

4.02 ELIGIBILITY

Membership in the Association is open to anyone interested in officiating and is acquired through becoming a member in good standing of the Nova Scotia Lacrosse Officials Association. The Association shall admit individuals to membership who are of good character and meet the standards as outlined in the by-laws. The officials' certification program will be followed and adhered to for the classification and development of officials in the province, as mandated by the Canadian Lacrosse Association and the National Officials Certification Program.

4.03 CATEGORIES OF MEMBERSHIP

- a) **Active Member** - meets the requirements of Article I of the by-laws and is either actively officiating or is qualified to do so.
- b) **Associate Member** - a person who wished to serve with the Board who is not an Active Member. An associate may attend membership meetings, but may not vote, and may, with the permission of the majority of the executive, serve on any of the Standing Committees. Should he/she do so, he/she shall have the right to vote in any of the on-going business of the Committee.

4.04 DUTIES AND PRIVILEGES OF MEMBERS

- a) All active members and officers of the Association shall attend at least one certification clinic sanctioned by the Association and LNSS each year. Officials Development Coordinator, in concert with the LNSS RIC shall coordinate certification clinics commencing not later than the first week of March of each year.
- b) Members shall be required to pay all dues, as determined by the Board at annual meetings or by the Executive Committee of the Association, under the powers granted them within this Constitution.
- c) The code of dress for all officials as dictated by the NSLOA Sector Representatives and CLA.

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- d) There are no restrictions within Nova Scotia as to areas where a member may officiate. No member is to accept a game from any person other than the President or the assignor for the league in which the game is being played.

4.05 REGISTRATION POLICIES

- a) Each member shall pay dues to NSLOA, via the Association Treasurer, as indicated at the certification clinic;
- b) The Lacrosse year for officials is April 1 to November 30th. Annual dues for NSLOA officials shall be determined by the Association by November 30th;
- c) The Area list of officials is to be sent to the President and then forwarded to the LNSS office by June 1st of each year; and
- d) NSLOA dues shall be sent to LNSS as per deadlines set in each year. Payment of dues shall be accompanied by a list of registered officials including their certification level.

4.07 RIGHTS OF MEMBERS

- a) Active members in good standing with this Association may wear the official uniforms, may officiate with other Members of this Association, and shall receive benefits as may from time to time be provided by the Association
- b) Active members in good standing with this Association will receive game fees (established by the Association) for their services.
- c) Active members in good standing with this Association shall have voting rights at any regular or special meeting of this Association.

4.08 MEMBER IN GOOD STANDING

Good standing shall mean satisfying the requirements of all the categories outlined in this Constitution with no outstanding financial obligation to the Association, and not under suspension by the Association.

4.09 MAINTENANCE OF CERTIFICATION – ALL LEVELS

To maintain certification at all levels, the official must:

1. Register and pay annual dues, both NSLOA where applicable;
2. Officiate within the province to the satisfaction of the Mentor Evaluator and be available to assist with clinics if called upon to do so; and
3. Attend a certification clinic each year (This includes all levels of officials – Level 1 to Level 5).

Upon written request to the LNSS RIC, any official may be given a leave of absence from officiating for a period not exceeding 1 year without loss of seniority or certification level. Any

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further leave of absence without loss of seniority or certification level shall depend solely upon the circumstances and shall be decided by the LNSS RIC following written application.

4.10 LAPSED MEMBERSHIP

- a) For referees who for one reason or another have been declared inactive and wish to become active the following will be required:
 1. To contact the LNSS RIC who will complete the necessary preliminary steps, and
 2. Be evaluated by the Mentor Evaluator/Officials Development Coordinator or another appointed evaluator.
- b) For Regional, National and International competitions, referees who for one reason or another have been declared inactive and wish to become active they will comply with the rules of this article and those CLA rules governing such competitions.

ARTICLE 5 MEETINGS

- 5.1** The President shall call, and the Association shall conduct a minimum of two General meetings per year – one in the Spring and one in the Fall. The Spring shall to be held not later than the last Sunday of February; and the Fall meeting shall be held not later than the last Sunday in November. (The meeting dates can also change with a 2/3 majority at an Executive Committee meeting.)
- 5.2** The Executive Committee shall meet at least twice a year, prior to each general meeting, to develop an agenda for the upcoming meeting. Special meetings of the Executive Committee may be called at the discretion of the President, and shall be called by him/her at the written requests of three executive members in good standing.
- 5.3** The Agenda for all General Meetings shall be:
 1. Call to Order and Welcome by the President
 2. Roll Call
 3. Approval minutes as circulated
 4. Business arising from the minutes
 5. Reports
 - a) Executive Committee
 - b) Standing Committees
 6. Elections (when necessary)
 7. New Business
 8. Identification of next meeting and adjournment
- 5.4** A Special General Meeting must be called by the President if there is a written request from twelve members in good standing. This meeting must be called for a specific purpose, detailed in the written request. The agenda of this special meeting can only deal with the item(s) referred to in the original request.
- 5.5** The quorum for the transaction of business at any general or special meeting shall be at least one-half of the total membership of the Executive Committee, plus at least 7 other (non-executive) members in good standing. Should there be no non-executive members in attendance, 50 percent plus 1 of the Executive Committee will constitute a quorum.

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5.6 This Constitution is a working document of the Nova Scotia Lacrosse Officials Association. It does not cover every situation that could be brought to light in a meeting. To that end, any procedures not covered in this document shall follow the “Robert’s Rules of Order”.

ARTICLE 6 THE CONSTITUTION

6.1 This constitution may be amended by two-thirds majority vote of the members of the Association present at any regular meeting, or special meeting called for that purpose, provided that written notice for the proposed amendments shall be mailed/ provided to all members at least thirty days before such meetings

6.2 When a final interpretation of any item of these By-laws is necessary between meetings of the Executive Committee, the President is the designed authority.

6.3 JURISDICTION

If and when a Member of the Association officiates in a game played at a location not under the geographical jurisdiction of the LNSS or NSLOA, he or she is to be governed by the rules and practices, which govern the members in that area.

ARTICLE 7 -DISCIPLINE OF MEMBERS

7.01 GROUNDS

For the failure to comply the Constitution and By-laws or with established authority of regulation laid down by the Association, or for delinquency in officiating assigned games, or for other conduct conclusively established to be contrary to the best interest of the association and its members, a member may be suspended from the Association for a specific period of time or expelled. Other appropriate measures may be taken at the recommendation of the Discipline Committee.

7.02 APPEAL

Any member suspended, expelled, fined or sanctioned by the Disciplinary Committee shall, have the right to appeal to an appointed Appeals Committee (chaired by the president). If the suspended member is still not satisfied with the results of the Disciplinary Committee he/she has the right to appeal to the LNSS. Final disposition for suspension of officials will rest with LNSS taking into consideration the recommendation from the NSLOA President.

7.03 NOTICE OF FINDING

When a member is suspended or expelled, or some other appropriate action is taken, the President shall notify the total Executive Committee that such member is no longer able to accept assignments to officiate as a member of the Association. No member in good standing shall knowingly participate in any game with a suspended or expelled member.

ARTICLE 8 - STANDING COMMITTEES

There shall be several Standing Committees of this Association to assist with the stated goals and purposes of the organization. No member is to serve on any committee for a selection or issue

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involving him or herself. The President shall approve all substitutions. The President shall be an ex-officio, non-voting member of all standing committees to which he/she does not already belong to in an official capacity unless the issue or selection involves the President. These committees are as follows:

8.01 NATIONAL CHAMPIONSHIPS SELECTION COMMITTEE

- a) The committee shall consist of three (3) members; they shall be Mentor Evaluator (committee chairperson), the Sector Representative, and one additional executive member.
- b) The committee shall be responsible for recommending and implementing policy for the screening and selection of officials to participate in national tournaments;
- c) The committee shall be responsible for forwarding the committee's recommendations to the President for onward recommendation to LNSS through the LNSS RIC.

8.02 RATES COMMITTEE

The committee shall consist of the Treasurer Committee (chairperson), along with up to three (3) members. This committee shall be responsible for making recommendations for rates to be charged by the association for services performed by members, the committee may consult with groups such as LNSS and the various lacrosse leagues within Nova Scotia. The committee shall search for new ways that the Association can generate revenue.

8.05 AWARDS and HONOURS COMMITTEE

The committee shall consist of three (3) Members-at-Large, who shall appoint a chairman amongst themselves. This committee shall recommend recognition for those who have demonstrated a long-term commitment to Lacrosse officiating and in so doing have brought distinction to the Association, and to the sport as a whole. Recognition may take the forms of Life Memberships, Plaques, Certificates and nominations for other awards such as the Sport Nova Scotia Awards and the Nova Scotia Sports Hall of Fame.

8.06 NOMINATING COMMITTEE

The Secretary shall serve as chairman. This committee shall present a slate of officers for all positions open at any annual meeting and will oversee the election process.

8.07 DISCIPLINARY COMMITTEE

- a) This committee shall consist of the Vice President (in the chair), one other executive member, and the Sector Representative. The committee Chair shall investigate all complaints and report its finding to the committee. The committee as a whole will investigate any and all complaints. This committee shall be responsible for considering cases, which may need disciplinary action, and shall, after hearing evidence, have the authority to rule and to apply appropriate penalties;
- b) Where there is a conflict of interest among the committee members, the President shall appoint a Member at Large as the third member of the Committee. Should the President be directly or indirectly involved in the case, the Secretary shall become the chair and shall appoint the third member;

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- a) Meetings will be held as required, in person or by conference call;
- b) In the event a hearing is warranted, the committee shall notify all involved parties, and the Executive Committee in writing, of any findings resulting from the hearing and the penalties determined;
- c) The committee shall provide its decision, in writing, to the Executive with a copy provided to the official in question;
- d) The Association's Disciplinary Committee will undertake no action or investigation unless a complaint is received in writing from an individual or individuals directly involved in the incident;
- e) The following is a list of activities leading to possible sanctions. It does not, however, identify all circumstances that would constitute an infraction;
 - 1. Late arrival at scheduled matches;
 - 2. Improper dress;
 - 3. Failing to adhere to LNSS/CLA/NSLOA policy as outlined in the appropriate manuals;
 - 4. Criticizing other officials publicly;
 - 5. Failing to appear at scheduled matches;
 - 6. Being involved in activities that are contrary to the good of fellow officials; and
 - 7. Activities that could shine a negative light on LNSS and NSLOA.
- f) Pending on the severity of the activity resulting in a sanction, the following sanctions could be levied:
 - 1. Verbal reprimand;
 - 2. Written reprimand (no record);
 - 3. Written reprimand held on the official's record;
 - 4. Suspension for a period of time; and
 - 5. De-certification.

ARTICLE 9 - CODES OF ETHICS AND CONDUCT

- 9.1** All Members must recognize that the Lacrosse community closely scrutinizes their conduct. Thus, when acting in the role other than an official (i.e., player, coach, spectator in any sport), exemplary conduct must be maintained. The strength of any organization lies with its members to police itself and conduct themselves accordingly. Hopefully, together the whole membership can ensure that this conduct is maintained.
- 9.2** The official must demonstrate complete reliability in relation to their commitments, fulfill them without exception and faithfully keep formal oral promises to officiate. In accepting assignments to officiate matches in a tournament, the official shall demonstrate good will with a view to a division of work that is fair to all parties.

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- 9.3** The official shall be available throughout the season, or the assigned time, to assist in any way possible. The official shall devote their full attention to each match in which he/she is involved.
- 9.4** Each official shall ensure that he/she regularly makes himself/herself available for matches when called upon to do so by the Assignors.
- 9.5** All officials are expected to act as fitting representatives of Lacrosse and of LNSS/NSLOA at all Lacrosse events.
- 9.6** Every official, in relation with other officials, shall;
- a) consciously strive to create and/or cooperate in creating a friendly or at least pleasant working atmosphere, governed by mutual respect, understanding, cordiality and, in particular, mutual encouragement.
 - b) In performing their work, the members of the team of referees shall strive to create a working atmosphere conducive to confidence, cooperation and communication, with a view to optimal performance as a group.
 - c) Every qualified minor or major official shall be accepted as full member in a team of referees assigned to a match. The head referee shall ensure that this principle is complied with.
 - d) The head referee of the match shall take the action required to involve each member of the team of officials in the action and thank them at the end of the match.
 - e) When a particular situation is a difficult one for the referee to resolve and the official is uncertain about the proposed solution, the official in question shall consult with the other officials with a view to finding a clear solution.
 - f) The official shall accept the duties attached to the specific role they are required to play in a match and shall not attempt to transfer their responsibilities to other officials.
 - g) In a spirit of mutual help and development, each official shall accept the evaluation of other officials in the form of a review of the game. Such feedback shall be made in a spirit of honesty and be received with the attention due to it.
 - h) Experienced officials shall concern themselves with the development of less experienced officials by tactfully and clearly advising them as to how they may improve.
 - i) Every official shall refrain from public discussion of decisions of other officials and shall avoid criticizing or judging them impulsively at all times. Such criticism is potentially a sanctionable offence.

Every official, in relation to the officials work, responsibilities and general conduct shall;

- j) The official shall make the necessary efforts to reach a high standard of competence, encourage an atmosphere conducive to conscientious performance of their duties and contribute to preventing inadequate refereeing standards. The official shall accordingly:
 - i. Not perform any refereeing duties under false pretences concerning their skills, qualifications and registration.
 - ii. Not accept any gift, benefit or favour that might subvert or appear to influence their subsequent decisions or actions in the performance of their duties.
- k) Every referee shall perform his or her duties at acceptable physical and functional levels. This includes the requirements that they:
 - i. Take the necessary action to maintain a physical condition sufficient to meet the mental and physical requirements of their duties.

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- ii. Avoid performing duties if their faculties are significantly impaired by illness.
 - iii. Rest sufficiently to be able to perform adequately.
 - iv. Refrain from officiating while under the influence of alcohol or drugs that may affect judgment.
- l) When performing their duties the official shall adopt an assured, dignified demeanour, in the knowledge that their actions as a referee should convey the sense of decorum inherent in the rules and procedures.

IN RELATION TO PLAYERS

- m) The official shall ensure that the player has a reasonable opportunity to perform to the best of their ability, within the limits of the rules.
- n) The official's main concern shall be for the player's safety. Any situation affecting the prime consideration of competition shall be avoided and/or terminated.
- o) During the game, the official is required to supervise; he/she must take all reasonable steps to maintain a spirit of healthy competition. Accordingly:
 - i. The official shall not permit intimidation of players by other players or by team staff, either by word or action.
 - ii. The official shall not tolerate unacceptable conduct towards officials, other players or spectators.
 - iii. The official shall avoid pointless discussions with players in a game situation; only team captains are authorized to address him/her.
- p) In the heat of play, the official in their relationship with players and team staff shall make every effort to retain a presence of mind enabling them to direct the game with complete objectivity and dignity required by the official's position.
- q) When working in games including novice players, the official shall accept the educational role expected of them and shall adapt their conduct to this particular aspect of the competition.
- r) Away from the immediate environment of play, the official shall be open to discussion and contact with players, avoiding any conduct suggesting self-importance, arrogance or sarcasm. They should show themselves to be receptive to constructive criticism and demonstrate due respect and consideration for different points of view and judgments.
- s) Off the floor/field, officials shall conduct themselves in such a way that their relationship with players does not prejudice their subsequent work and the impartiality that must be obvious in it.

IN RELATION TO THE COACHS

- t) The official's conduct toward the coach and any other team staff shall be governed by respect and courtesy.
- u) In a game situation officials shall intervene as required in order to facilitate the work of the coaches within the framework of procedures and rules.
- v) The official shall prohibit any unacceptable conduct by team staff in their relations with officials, players, other team staff and spectators, and shall take action against any offence of this nature in accordance with the procedures provided in the rules.

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ARTICLE 10 - CONFLICT OF INTEREST

To the greatest extent possible All officials are directed to refuse all games assignments involving teams connected in any way with his immediate family, except in special circumstances.