



WIHOA Code of Conduct 2022 – 2023 Season

WIHOA has implemented the following Code of Conduct for all members of WIHOA. All officials will be expected to abide by this Code of Conduct for the 2022-2023 Season.

The WIHOA Board of Directors has adopted and will enforce this code of conduct that contains WIHOA's expectations regarding the behavior of WIHOA officials. This code of conduct and consequences for violations will be enforced by the WIHOA Board of Directors. This code of conduct will be enforced with respect to all officials—regardless of their age, experience, or expressed familiarity with the code of conduct.

General

Officials are required to conduct themselves in an impartial, businesslike, and sportsmanlike manner at all times. The actions of officials must be above reproach. Actions such as “baiting” players or coaches are strictly prohibited. WIHOA officials are to remember that they are ambassadors of the game and a representative of WIHOA—officials must always conduct themselves with this responsibility in mind (on and off the ice).

Any officials guilty of violating the WIHOA code of conduct by engaging in conduct which is deemed to be detrimental to the game of hockey or WIHOA by the WIHOA Board of Directors may have their membership suspended or forfeited.

Scheduling

WIHOA officials are granted the privilege of officiating WIHOA approved games. Games that are approved by the WIHOA Board of Directors will be scheduled by WIHOA schedulers. The board of directors will provide a list of approved schedulers at the association's seminar, at the beginning of the 2022-2023 season and will update this list as needed.

Tardy Policy

If an official is not on the ice for the start of the game (first puck drop) they will be fined one-third of the total game fee. If the first puck drop of the game is delayed for an official because they are late, the official will be considered late for that game and will be fined accordingly.

If the official is not on the ice for the start of the second period (drop of the puck to start the period) they will be fined two-thirds of the game fee.

If the official is not on the ice for the drop of the puck to begin the third period (drop of the puck to start the period), they will be fined the entire game fee.

If an official is late for more than 2 games in a season, they will be suspended from working WIHOA scheduled games for two weeks. If an official is late for more than 3 games in a season, they will be suspended indefinitely, pending a hearing by the board of directors. The board of directors will decide the additional suspension on a case-by-case basis. Officials have the right to a hearing if they so request.

No-Show Policy

If an official does not show up for a scheduled assignment, that official will be fined an amount equal to the total dollar amount he would have earned if he had been at the assignment (game set). The fine will be deducted from their next monthly paycheck. There is not a valid excuse for missing a scheduled game. No matter the reason for not attending a scheduled game, that official will be fined the entire game fee for each game missed in an assignment. A set of consecutive games will be considered as one assignment. For example, a 3-game assignment on a Monday night 6:00, 7:15 & 8:30 pm. Pay = \$50/game. You miss the 6 pm game but show up for the second two = (\$50) fine + \$100 earned OR you miss the whole night = (\$150 fine) + \$0 earned. In both cases this is one missed assignment.



The second time that an official does not show for a scheduled assignment (or game set) in a season, that official will be fined the entire games fees and will be suspended from working WIHOA scheduled games for 2 weeks. The official has the right to protest the suspension. This protest must be made in writing to the board of directors.

The third time that an official does not show for a scheduled assignment, that official will be fined the entire game(s) fee and will be suspended indefinitely, pending a hearing by the board of directors. The board of directors will decide any additional suspension on a case-by-case basis.

Returning Scheduled Games Policy

Once an official has accepted an assignment from a scheduler that assignment becomes that official’s responsibility. They will be held accountable to the No-Show Policy and Tardy Policy as detailed above. If an official needs to get out of an accepted assignment, they must contact the scheduler who gave them the assignment and the scheduler may then relieve them of their obligation by agreeing to schedule someone else. If, however, the scheduler is not available, then it is the responsibility of the assigned official to find their own replacement for their assignment. The scheduler must be reached by email/text message (with a response) or live conversation by phone or in-person. Unreturned voicemail and email/text messages will not suffice as notice. The replacement official must be of sufficient experience for the game(s) being covered. The scheduler must then be informed of the change. In the event the official or the scheduler cannot find a replacement, then the originally assigned official must work the games.

Horizon Decline Policy

The Horizon scheduling system allows WIHOA officials to set their own schedule by opening the specific dates, times, and rinks that they are available for. As such, declines should not happen except in rare circumstances. It is expected that officials who are showing as available for assignment in Horizon accept and work the game(s) they are assigned regardless of game level, location, or compensation.

Due to a rising number of games being declined by WIHOA officials, the WIHOA board of directors has instituted a review process for each game assignment that is declined by an official. Game assignments that are declined for invalid reasons such as “I’m not working squirts”, “I don’t want to drive to Bountiful”, or similarly shallow reasoned excuses will be subject to a \$5 fine. Further, a WIHOA official who repeatedly declines games will be subject to tiered fines and suspensions as offenses rise.

Fines will apply to assignments that are published between 3 and 14 days of the scheduled game. Any declined game that falls within this timeframe is subject to a fine. If a declined assignment is not accompanied with a comment, the fine is automatic. If a declined assignment is accompanied with a comment, the fine will be subject to WIHOA Board of Directors review.

In addition, screening (not declining or accepting an assignment) is not acceptable. If an assignment is not accepted within 3 days of being published, it will be marked in Horizon as a decline and a fine will apply. If games are assigned with less than 3 or more than 14 days’ notice, the fine will not apply for declined assignments.

BY SIGNING BELOW, I ACKNOWLEDGE THAT I HAVE READ AND ACCEPT THESE POLICIES AND CODE OF CONDUCT AND AGREE TO ABIDE BY THEM AT ALL TIMES WHILE I AM A MEMBER OF THE WASATCH ICE HOCKEY OFFICIALS ASSOCIATION (WIHOA).

Officials Name (Please print) _____

Officials Signature _____

Date _____