



WIHOA Code of Conduct

The Wasatch Ice Hockey Officials Association (WIHOA) has implemented the following Code of Conduct for all members. All WIHOA officials are required to abide by this Code of Conduct, the WIHOA Bylaws, and USA Hockey membership standards at all times.

Membership in good standing is defined in the WIHOA Bylaws as full compliance with WIHOA Bylaws, this Code of Conduct, and all USA Hockey requirements, with no unpaid fines, penalties, or suspensions. Only members in good standing are eligible for assignments or Board service.

This Code of Conduct, along with the consequences for violations, shall be enforced uniformly by the WIHOA Board of Directors in accordance with Articles IX and X of the WIHOA Bylaws.

General Conduct

- **Professionalism at all times.** Officials must conduct themselves in an impartial, professional, and sportsmanlike manner on and off the ice. Actions must be above reproach; baiting, taunting, or arguing with players, coaches, parents, or spectators is strictly prohibited.
- **When Officiating, Coaching, or Spectating.** WIHOA members remain representatives of WIHOA in any hockey setting—including when coaching a team, serving as team staff, or watching as a spectator. Accordingly, WIHOA members shall not:
 - Attempt to influence, intimidate, or publicly criticize game officials during or after a contest.
 - Confront, harass, or engage officials in arguments in the arena concourse, parking lot, bench areas, penalty box areas, or any other public space.
 - Enter or attempt to enter the officials' locker room or restricted officials' areas before, during, or after a game unless they are assigned to that officiating crew or are expressly invited by the whole crew.
 - Use their WIHOA status/credentials to access restricted areas while not assigned to a game they are not working.
 - Engage in disruptive behavior from the bench or stands (e.g., verbal abuse, incitement of spectators, or actions that bring WIHOA into disrepute).
- **Cooling-off rule & proper channels.** Any concerns about officiating must be raised through the appropriate channels (e.g., WIHOA Board, scheduler, or RIC). In-game or immediate post-game confrontations are prohibited.
- **Confidentiality & communications.** Members must not disclose internal WIHOA information and must maintain professionalism in all communications, including social media, consistent with the bylaws' communication standards
- **Discipline & due process.** Violations of this section are subject to discipline under Articles IX and X of the WIHOA Bylaws (written notice of charges, hearing rights, and appeal) and may be charged as a WIHOA Code of Conduct Violation and/or Match Penalty While Playing/Coaching as applicable under the Automatic Suspension and Fine Schedule

Scheduling

- Game assignments distributed through WIHOA are a privilege.
- Scheduling of games shall be conducted only by schedulers appointed by and accountable to the WIHOA Board of Directors, in accordance with the WIHOA Scheduling Structure.
- Officials must accept and honor assignments in good faith and comply with all scheduling policies.

Tardy Policy

- If an official is not on the ice for the first puck drop, they will be fined one-third of the total game fee.
- If not on the ice for the start of the second period, the fine is two-thirds of the game fee.
- If not on the ice for the start of the third period, the official forfeits the entire game fee.
- Officials late for more than 2 games in a season will be suspended for **two weeks**. Late for more than 3 games in a season results in indefinite suspension pending Board hearing.

Note: These penalties are consistent with the **Automatic Suspension and Fine Schedule** in Article X of the WIHOA Bylaws.



Bylaw Policies

The following table reflects the WIHOA Automatic Suspension and Fine Schedule under Article X of the Bylaws:

Infraction	First Offense	Second Offense	Repeated Offenses
No Call, No Show	Game fee fine + written warning	10-day suspension + game fees	Indefinite suspension pending disciplinary committee review and hearing
Social media/Communication Violation	Written warning	Up to a 10-day suspension	Indefinite suspension pending disciplinary committee review and hearing
WIHOA Code of Conduct Violation	Written warning	Up to a 10-day suspension	Indefinite suspension pending disciplinary committee review and hearing
Match Penalty While Playing	Indefinite suspension pending league hearing (i.e., WIHOA suspension length will match league discipline)	Indefinite suspension pending league hearing (i.e., WIHOA suspension length will match league discipline)	Indefinite suspension pending judiciary committee review and hearing

Social Media Policy

- Members must maintain a professional demeanor in all communications related to WIHOA, including social media, forums, podcasts, broadcasts, and other media appearances.
- Confidential or proprietary information about WIHOA, including internal communications and unpublished schedules, must not be shared.
- Harassment, bullying, offensive, discriminatory, or inflammatory content will not be tolerated.
- Personal opinions must be clearly distinguished from official WIHOA positions. Members must not speak on behalf of WIHOA unless explicitly authorized.

Returning Scheduled Games Policy

- Once accepted, a scheduled assignment is the responsibility of the assigned official.
- To withdraw, the official must contact the scheduler who issued the assignment. Only the scheduler may relieve them of the obligation by reassigning the game.
- If the scheduler cannot be reached, the official must find a qualified replacement and notify the scheduler.
- Unreturned voicemails, emails, or texts are not valid notice.
- If no replacement is found, the originally assigned official remains responsible for the game.

Violations are subject to discipline under Articles IX and X of the WIHOA Bylaws.

Horizon Decline Policy

- WIHOA officials must use the Horizon scheduling system to set availability accurately.



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- Declines for invalid reasons (e.g., “I don’t work squirts,” “I don’t want to drive to Bountiful”) will result in a \$5 fine. Repeated declines may result in escalating fines and suspensions.
- Declines within 3–17 days of the assignment are subject to fines.
- Failing to accept or decline an assignment within 3 days of posting is considered a decline and subject to fines.
- Declines outside of the 3–17 day window will not be fined.

Violations are subject to discipline under Articles IX and X of the WIHOA Bylaws.

BY ACCEPTING ANY WIHOA GAME ASSIGNMENT, AN OFFICIAL ACKNOWLEDGES AND AGREES THAT THIS CODE OF CONDUCT AND THE WIHOA BYLAWS ARE BINDING TERMS AND CONDITIONS OF ASSIGNMENT. EACH ACCEPTANCE REAFFIRMS THE OFFICIAL’S AGREEMENT TO COMPLY AND TO SUBMIT TO WIHOA’S DISCIPLINARY AND APPEALS PROCEDURES.