

**Tacoma-Pierce County Volleyball Officials Board  
Code of Ethics, Officiating Conduct & Professionalism  
(The Code)**

- **Introduction**

Officials of TPCVOB are expected to conduct themselves in accordance with the officiating standards, philosophies and governing documents of the NFHS, WIAA, WOA, PAVO, and with the Constitution and By-laws of the TPCVOB.

The primary role of the official is to assure opportunity and fair play for all participants. The official serves as an arbitrator who controls the tone of the match by demonstrating an attitude of impartiality and creating a positive environment for competition. It is the responsibility of the official to provide judgments that are within the spirit and intent of the rules, maintain the quality of the competitive experience, and protect the health and welfare of each participant. An official's decisions must be free from bias and based on a thorough knowledge of the rules and officiating techniques of volleyball. An official should be familiar with the Constitution and By-laws of the organization. It is not the desire of the Executive Board to monitor official's conduct but in some cases it is required.

### **Professionalism**

Officials will be expected to conduct themselves in a professional manner when in the capacity as an official, player, coach or spectator. In order to maintain a cohesive officiating organization, members are expected to refrain from any derogatory comments regarding other members.

Officials will be expected to avoid conflicts of interest when officiating and shall avoid fraternization with coaches, players and parents before, during and after matches. Officials are to vacate the premises immediately after matches to avoid any appearance of unprofessionalism.

Officials are expected to control their emotions during all officiating circumstances. Any verbal or physical attack on spectators, coaches or players will result in the official being placed on immediate probation and forfeit all rights to subsequent matches while an investigation is conducted.

Other violations of unprofessionalism reported to the Executive Board in writing will result in an investigation. Decisions the executive board will consider include written apology, verbal warning, loss of future matches, probation, suspension, and termination.

### **Competence**

Officials are expected to attend all appropriate membership meetings in order to stay abreast of the latest techniques and rule interpretation updates. Officials are expected to complete the online clinic and exam by the required deadline dates for interscholastic programs and must attend the required OTP and LJ clinic and complete the exam by the deadline date in order to be eligible for college matches.

Officials are expected to respond to email inquiries in a timely manner regarding assignments; support the evaluation process by completing evaluations in a timely manner; arrive to the match site 30 minutes before interscholastic matches, 45-60 minutes before college matches, and 15 minutes before recreation matches; contact your partner, assignor or school if you are going to be late to a match; and wear the proper uniform at all times.

## **Respect**

Officials are expected to respect the assigning process which includes officiating with any and all partners as assigned, not requesting to work specific schools or matches, and not refusing to work certain levels of matches such as rec or middle school matches.

Officials are to clearly understand that sexual harassment is completely unacceptable in the organization and reports of said conduct will be addressed immediately following the approved disciplinary procedures.

## **Integrity**

Officials are expected to refrain from consuming alcoholic beverages, using any kind of mind-altering drugs, and using all forms of tobacco prior to officiating any volleyball match. Officials showing up to matches with alcohol or tobacco on their breath or with clothes that smell smoky will be subject to disciplinary action as well. Officials should not be seen in public gambling establishments while in their officiating uniform nor should they consume alcohol in a public facility while in uniform.

Solicitation of matches from other WOA Boards is prohibited and may result in disciplinary action including loss of matches. Officials who choose to affiliate with other PAVO Boards shall coordinate assignments with their local assignor to avoid conflicts and ensure coverage.

Officials shall accept assignments and make every effort to maintain their commitment to keeping them. Officials are expected to be courteous and communicate well in advance should a cancellation be necessary. All officials will be prompt in responding to each other and the assignor when it comes to dealing with cancellations and finding suitable replacements. This means taking care of these changes within 36 hours of the requested cancellation.

- **Confidentiality**

Divulging information to other officials, coaches, school administrators, players, fans and media regarding evaluations, general performance observations, disciplinary actions or other sensitive issues is prohibited and officials found negligent in this respect will be subject to disciplinary action as per the Constitution and By-laws.

- **Code Violations**

- Refer to the Disciplinary and Appeal section in the By-Laws & Constitution for Due Process.

As a member of the Tacoma-Pierce County Volleyball Officials Board, I, the undersigned, have read the **Code of Ethics, Officiating Conduct & Professionalism** (also called "**The Code**") and I will adhere to the principles and guidelines stated in **The Code**. I understand that if my behavior as a certified volleyball official violates any part of **The Code**, I may jeopardize my membership in the Tacoma-Pierce County Volleyball Officials Board and may risk losing any associated benefits.

Name, please print:

Signature:

Date: