



Discriminatory Behavior

The following steps should be taken if an incident of discriminatory behavior occurs or has been reported.

When discriminatory behavior is heard or seen by an official:

- Apply NFHS rules as it should be enforced resulting in the appropriate penalty, which may include ejection from the contest.
- Speak with both coaches immediately regarding the incident that occurred and ensure that coaches address their teams on expected behaviors for the remainder of the competition.
- Officials immediately alert event management of what has occurred so event management can follow through with the school(s) involved.
- Officials should report the incident to their assigner at the conclusion of the contest.
- Applicable NFHS rules should always be enforced.

Note: the NFHS disapproves of any form of taunting which is intended or designed to embarrass, ridicule, or demean others under any circumstances including on the basis of race, religion, gender, or national origin.

The WIAA encourages participants to report discriminatory behaviors to officials and event management when they occur during a game. Below are the steps expected for officials and event management to take when such behaviors are reported.

When discriminatory behavior is reported to an official by a student or coach:

- Stop the game, send the teams to their benches, alert other crew members, and bring both coaches and captains together to discuss what was reported. Explain to both coaches/captains what behaviors were reported and that any such behavior will not be allowed to continue, and consequences will occur if reported again, including potential postponement of the game.
- Return coaches to their athletes to explain what was reported and the consequences that will be applied if the behaviors continue.
- Officials immediately alert event management of what has been reported so event management can contact administrator(s) present at the game and follow through with the school(s) involved.
- Officials should report the incident to their assigner at the conclusion of the contest.

Discriminatory behavior reported to event management by an official, student or coach:

- Alert officials to stop the game, alert the crew, send the teams to their benches, and have the crew bring both coaches and captains together to discuss what was reported. Explain to both coaches/captains that those behaviors will not be allowed to continue, and consequences will occur if reported again, including potential postponement of the game.
- Return coaches to their athletes to explain what was reported and the consequences that will be applied if the behaviors continue.
- Officials and event management should be in communication throughout the remainder of the game regarding alleged behaviors.
- Event management needs to contact administrator(s) present at the game and follow through with the school(s) involved.
- Officials should report the incident to their assigner at the conclusion of the contest.

For a second occurrence, the process should be repeated. At the discretion of the officials, they can include a warning that if it continues, the contest will be terminated. If the warning is given to the coaches, the crew should meet with game management to make sure they are aware that a third occurrence will result in the termination of the game.

Upon consultation with game management, the crew may terminate the contest on the first or second occurrence if deemed egregious and a safe resolution cannot be reached. The assigner must be notified prior to the termination of the contest.

2023 GSVO Registration & Independent Contractor Agreement

I. Registration



LAST NAME	FIRST NAME	INITIAL
-----------	------------	---------

If all of the following information is the same as what is currently on file with GSVO, check the box and proceed to section II. If not, complete the following:

STREET ADDRESS	APT #	CITY	ZIP
----------------	-------	------	-----

EMAIL ADDRESS

WORK PHONE	HOME PHONE	CELL PHONE
------------	------------	------------

II. Independent Contractor Agreement- Valid 7/1/2023 - 6/30/2024

Authority of the Washington Officials Association (WOA) and the Greater Seattle Volleyball Board of Officials (GSVO): As an independent contractor, volleyball official registered with the WOA, and a member of the GSVO, I agree to abide by the terms and conditions set forth in the WOA By-laws, the GSVO By-laws, and the decisions of the GSVO Executive Board. I also agree to apply the rules of the game per the NFHS rules book. I understand that if I am not a WOA certified official, I am ineligible for assignment to any high school contest.

Assignment Availability: I understand that as an independent contractor, I am free to accept or decline matches as I choose. However, I agree to work all matches accepted, and I am aware of the penalty for missing an accepted match. I understand that assignments are made based on my ranking, seniority, and availability. My blocking or not blocking of dates in Arbiter indicates my willingness, preference, and availability to be assigned to officiate volleyball matches. The GSVO Executive Board reserves the right to alter assignments for the betterment of the board.

Payment: The official will be required to set up an ArbiterPay account. The official will be paid through ArbiterPay. There shall be no deductions of any kind made from this agreed compensation for income taxes or other taxes of any nature. ArbiterPay will prepare IRS 1099s. GSVO will not pay state or federal income tax.

Conduct: The official agrees to be knowledgeable of and follow the rules and regulations prescribed by NFHS, WOA, WIAA and/or GSVO. If, at any time during the contract period, the official fails to abide by the terms and conditions of this agreement, GSVO, at its sole discretion, may terminate this agreement, remove the official from the approved list of GSVO officials and rescind any pending assignments.

Legal & Ethical Standards: During the term of this agreement, the official accepts responsibility to uphold ethical and appropriate standards of behavior and safety, including standards that apply to working with youth athletes. The official shall not condone, participate in, nor knowingly allow any participant associated with an event to engage in unsafe, unethical, or inappropriate behavior.

Public Comment and Social Media: I understand and agree that commenting about specific games, fellow officials, coaches, athletes, or fans is not ethical for a sports official. As a condition of accepting officiating assignments, I agree to refrain from negative discussion, gossip, and criticism both in conversations with others and in all social media postings.

Discriminatory Behavior: I understand and agree to follow the steps of the WOA Discriminatory Behavior guidelines posted on the WOA Central Hub.

Termination of Contract: If, during the course of this agreement, either party wishes to terminate his/her agreement, with or without cause, either party may do so upon submission of a written notice to the other party.

SIGNATURE	DATE
-----------	------

www.gsvo.org P.O. Box 585, Bothell, WA 98041 (425) 802-7474