



Greater Seattle Volleyball
Officials

Professional Behavior and Disciplinary Policy

Officials of Greater Seattle Volleyball Officials (GSVO) are expected to conduct themselves in accordance with the ethical and professional guidelines of the National Federation of High Schools (NFHS), Washington Officials Association (WOA), and the rules and procedures of GSVO.

Officials who conduct themselves in a manner unbecoming to any of these governing organizations, or who behave in an unprofessional manner, may be subject to disciplinary action. The Quality Assurance Chair is responsible for insuring that GSVO officials maintain and uphold these standards and is the person who directs quality assurance issues to the attention of the Executive Board.

In the event that the Executive Board becomes aware of an official who has allegedly engaged in unprofessional behavior, the Board is responsible for investigating the incident and determining a disciplinary action if necessary. The Board may issue any of the following disciplinary measures at any time:

Reprimand (verbal and/or written)

- Fine of ½ match fee
- Fine of 1 match fee
- Fine of double match fee
- Probation
- Suspension
- Expulsion

The Board is not required to follow steps in this order and may issue any penalty deemed appropriate depending on the severity of the offense.

Examples of inappropriate behaviors may include and are not limited to:

- Improper uniform
- Unprofessional conduct – smoking on school property, swearing, etc.
- Failure to fulfill match assignments
- Accepting high school assignments from sources other than GSVO designee without GSVO notification

APPEAL

If an official feels that the disciplinary action is unwarranted they may appeal the decision of the Executive Board. The official must notify the Quality Assurance Chair of their wish to appeal within one week of receiving notice of the Executive Board decision. A Special Committee, as defined in the By-Laws, must be convened to hear the officials appeal within three (3) weeks.

The committee may decide to uphold, modify or rescind the decision of the Executive Board based upon the appeal. All decisions of the committee will be final.