



OFFICIAL'S HANDBOOK

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POST SEASON RESPONSIBILITIES

Enjoy the off-season...relax...take time to reflect on the past season
And renew family time and relationships that have taken a 2nd place
During the season..... and have a great summer!!!

INTRODUCTION:

THE LONG ISLAND WRESTLING OFFICIALS ASSOCIATION IS THE REPRESENTATIVE ORGANIZATION & contract negotiating "AGENCY" FOR WRESTLING OFFICIALS WORKING IN PUBLIC HIGH SCHOOLS WITHIN SECTION 8 (NASSAU COUNTY). IT IS A CHAPTER OF THE N.Y.S.W.O.A. AND IS SANCTIONED BY THE N.Y.S.P.H.S.A.A. & N.F.I.O.A. IT IS ALSO RESPONSIBLE FOR TRAINING & EVALUATING REFEREES WHO WILL BE APPROVED BY N.Y.S.

THIS HANDBOOK SHOULD SERVE AS AN INFORMAL EXPLANATION OF MANY OF OUR PRACTICES AND PROCEDURES THAT ARE NOT NECESSARILY ADDRESSED BY THE N.F. RULE BOOK, THE N.Y.S. GREEN BOOK or our constitution & bylaws. IT MAY TIE TOGETHER SOME VAGUE OR UNADDRESSED AREAS OF CONCERN. THE BODY OF THIS WORK IS NOT ALL INCLUSIVE AND SHOULD BE CONSIDERED A WORK IN PROGRESS. THE INPUT OF OUR MEMBERSHIP IS HIGHLY ENCOURAGED AND GREATLY APPRECIATED.....

MIKE LIMMER

& billy young

August 2012

MISSION STATEMENT:

Our mission is TO FOSTER GOOD SPORTSMANSHIP & FAIRPLAY IN WRESTLING THRU THE THOUGHTFUL INTERPRETATION AND APPLICATION OF THE RULES AS SET DOWN BY THE N.F. AND N.Y.S.. WE SHALL CONTINUALLY MONITOR AND EVALUATE OFFICIALS IN ORDER TO PRODUCE THE HIGHEST LEVEL OF PROFESSIONALISM.

The “good official” should.....

- 1) Endeavor to present the most professional standard possible before, during and after the contest. He or she shall uphold the honor and integrity of the profession in all interactions with the wrestling community.
- 2) By his/her actions, help to create &/or foster an atmosphere of good sportsmanship, fair play, safety and competitiveness.
- 3) WORK AMICABLY WITH EACH OTHER, SCHOOL PERSONNEL, BOCES OFFICE AND STATE ASSOCIATION IN A CONSTRUCTIVE AND COOPERATIVE MANNER.
- 4) Be punctual & professional in the fulfillment of all contractual obligations.
- 5) Be mindful that our conduct influences the respect that athletes, coaches & the fans have for all officials and the sport.
- 6) Prepare for their duties by mastering the rule book on an ongoing basis and the mechanics necessary to enforce those rules with authority in an impartial, firm and controlled manner .
- 7) Be prepared for the season in both a physical and emotional (mental) manner consistent with the high standards of our profession .
- 8) Be aware that emergency and/or unexpected conditions arise during the course of competition. be prepared for the unexpected in all phases of their duties, & meet those conditions in good spirit & a professional manner .
- 9) Blend in with the mat...do not be a focal point of the match

some material resourced from : scwoa, Washington /ML

EXPLANATION OF THE RATING SYSTEM

THE RATING SYSTEM (RANKING) DETERMINES THE QUALITATIVE ORDER OF OUR MEMBERSHIP. ACTIVE OFFICIALS ARE RATED IN 3 CATAGORIES:

1, COACHES RATING...60 PTS... CONSISTS OF 2 PARTS, EACH IS WORTH 50% OF THE COACHES RATING.

- A. TOP 12 OFFICIALS (CHOsen by coaches). AN OFFICIAL TOP RATED # 1 IS GIVEN 12 PTS. AND SO ON TO THE #12 TOP RATED OFFICIAL WHO IS GIVEN 1 PT.
- B. NUMERICAL RATING 1,2,3,4,5.

2. BOCES RATING...10 PTS...COOPERATION

3. ASSOCIATION RATING... 30 PTS... WRITTEN TEST...15 PTS

ATTENDANCE...9 PTS INTERP...6, MEETINGS 3

DUES...3 PTS

COOPERATION...3 PTS

THE TOTAL RATING IS 60% FROM COACHES & 40% AS LISTED ABOVE. IN ORDER FOR RATINGS TO BE VALID, EACH YEAR AN OFFICIAL MUST HAVE A MINIMUM OF 8 RATINGS FROM COACHES and a total of 8 points.(I.e. a dual meet is 1 point and a tournament or multi-dual event (one per season) is 2 pts.

MOVEMENT FROM J.V. TO VARSITY

1.new CANDIDATES or probationary REMAIN ON J.V. LIST FOR "3 YEARS" of ratings.

2.TRANSFER VARSITY OFFICIALS FROM OTHER CHAPTERS REMAIN ON J.V.

LIST FOR 2 SEASONS, J.V. TRANSFERS REMAIN FOR 3 SEASONS.

3.EACH YEAR , AT THE CONCLUSION OF THE COMPUTATION OF RATINGS, THE TOP 2 J.V. OFFICIALS MOVE TO THE VARSITY LIST FROM # 31 & 32 TO # 29 &30 ...2 VARSITY OFFICIALS AT #29 & 30 MOVE TO THE J.V. LIST AT # 31 & 32.

DROP ONE RATING

EACH OFFICIAL WILL HAVE ONE (LOWEST numerical) RATING FROM THE COACHES DROPPED FROM THE COMPUTATION OF THEIR OVERALL RATING.

rating points criteria...explained

A rating of:

1...highest competence. Based on knowledge and application of the rules , control of the match and performance of officiating duties . acceptable for the highest level of competition

2...very good official who would be acceptable for most (if not all) varsity competition. Competent official with good knowledge , application of the rules and performance.

3...performance within the mean or average of officials...acceptable for most wrestling competitions.

4...below average in performance and mechanics. Knowledge may have been deficient. There may have been questionable calls.

5...performance had major flaws which may have effected the control of the match or it's outcome. . did not have adequate knowledge of the rules and/or apply them properly. Control of the match is a consideration and there may have been multiple questionable calls.

Rating should not be based upon a single call or situation in a bout and should not be based upon whether you won or lost.....

*a critical (constructive) statement, related to wrestling, must be included for a (4 or 5) to be considered (counted).

**Compilation by mike limmer in
Collaboration with richie smith,
bill starke , sec.8 interpreter and
Bob plaia...retired //Jan.14,2010**

THE N.Y.S. FIVE POINT PROGRAM

IN ORDER TO BECOME AN APPROVED OFFICIAL IN NEW YORK STATE (BASED ON THE CONSTITUTION OF THE N.Y.S.H.S.OFFICIALS COORDINATING FEDERATION) ONE MUST:

1. OBSERVE THE CONSTITUTION AND BY-LAWS OF THEIR STATE AND LOCAL ORGANIZATION.
2. ATTEND INTERPRETATION MEETINGS AND CLINICS OF THE ORGANIZATION EACH YEAR.
3. GIVE SATISFACTORY EVIDENCE OF PROFICIENCY IN THE MECHANICS OF OFFICIATING AND OF COMPETENT PERFORMANCE RELATED TO THE SPECIFIC SPORT.
4. PASS THE NATIONAL FEDERATION (n.f.), STATE OR OTHER APPROVED RULES EXAMINATION.
5. BE LISTED WITH THE N.Y.S.P.H.S.A.A., INC. EXECUTIVE DIRECTOR

L.i.w.o.a. OFFICIALS AND THE N.Y.S.W.O.A.

ALL OFFICIALS ARE GOVERNED BY THE NYSWOA CONSTITUTION AS WELL AS THE LIWOA CONSTITUTION AND BY-LAWS.

ALL OFFICIALS HAVE LIABILITY INSURANCE THRU OUR DUES TO THE NYSWOA.

ALL OFFICIALS FOLLOW RULES SET DOWN BY THE N.F. RULE BOOK AND NEW YORK STATE AS OUTLINED IN THE "GREEN BOOK". THE SECTION 8 (LIWOA) INTERPRETER SHALL GIVE US "OUR" USEABLE INTERPRETATION OF RULES IN QUESTION and those that REMAIN AMBIGUOUS. When questions arise, consult with our interpreter. he may, in turn, check with the state interpreter.

Liwoa sends one representative to relevant business meetings of the nyswoa. that includes A fall MEETING and winter business meeting at the state championships the night before the tournament. An evaluators & tourn. Interpretations meeting follows & All referees may attend.

Liwoa must comply with the state association's requirements which include form submissions which are timely and have deadlines...all members should be aware of our chapter's responsibility to the state sec/treasurer in this regard. Failure to comply may have adverse ramifications for our chapter.

COMMITTEES

STANDING COMMITTEES...BY OUR CONSTITUTION AND BY-LAWS

EXECUTIVE, MEMBERSHIP, INSTRUCTION AND EXAMINATION, RULES, audit ETHICs/
SPORTSMANSHIP.

COMMITTEES BY EXECUTIVE DIRECTIVE

RATINGS COMMITTEE, SITE COMMITTEE, STATE SELECTION COMMITTEE and any committee formed to investigate an issue or deal with a current problem

REIMBURSEMENT: FUNCTIONS, TRAVEL AND EXPENSES

STATE MEETINGS... PRESIDENT...TO GO TO ALL NYSWOA MEETINGS ...all travel & expenses

STATE TOURNAMENT EVALUATOR GIVEN stipend

STATE TOURNAMENT...WORKING OFFICIALS STATE STIPEND/TRAV

LOCAL FUNCTIONS... FRIENDS OF L.I. WRESTLING DINNER, MEMBERSHIP THRU DUES

ALL COUNTY DINNER...PRESENT SCHOLARSHIP & COACHES SPORTSMANSHIP

END OF SEASON "DINNER" PARTY...FREE TO MEMBERS, GUESTS ARE \$ 20.

FORMS

PAY VOUCHER (BOCES CLAIM), INACTIVE STATUS, head referee

ETHICS REPORT, late start, injury report(must submit orig. to sec/trea)

UNSPORTSMANLIKE/ FLAGRANT MISCONDUCT,

SITE CONDITION REPORT, STATE TOURNAMENT NOMINATION

SPORTSMANSHIP BALLOT VARSITY/J.V.

MEDICAL CLEARANCE (SKIN) SEC.8 REQUIRES M.D. STAMP (*****SEE NOTE PAGE _____)

P.S... MOST FORMS MAY BE FOUND ON LIWOA.COM

****NOTES:

ON A VERY SERIOUS NOTE CONCERNING SKIN DISEASES/INFECTIONS....

REMEMBER- PROTECTING A WRESTLER BY ACTING WITH DUE DILIGENCE ALSO PROTECTS US FROM THE SPREAD OF ANY NUMBER OF DISEASES. HERPES VIRUS IS INCURABLE, RING WORM AND IMPETIGO ARE HIGHLY VIRILANT AND mrsa or OTHER STAPH. INFECTIONS CAN BE DEBILITATING AND IN THE EXTREME, LIFE THREATENING... THEY SHOULD NOT BE TAKEN LIGHTLY...

IF YOU SEE SOMETHING, SAY SOMETHING!!! IT'S OUR JOB... DON'T LET ANYONE DISTRACT YOU FROM CARRYING IT OUT.

****ANOTHER NOTE:

IN CASES OF A DISPUTE BETWEEN AN OFFICIAL AND A COACH OR STAFF: PLEASE DOCUMENT INTERACTION BETWEEN THE TWO... DON'T FORGET TO WRITE DOWN SPECIFICALLY WHAT HAPPENED (IN NOTES TO YOURSELF) AND THE ACTION YOU TOOK...(I.e.) penalties or warnings, etc.

For future reference...

If it has risen to a greater level make sure that you write it up formally and submit it to the ethics committee.

****note #3...remember * important procedural point *

It is not acceptable for an official to contact school personnel (a.d.) or b.o.c.e.s. concerning a dispute or conflict between him/herself and a coach, staff or spectator. All issues that are reportable must come through the ethics committee by way of letter or call to the ethics chairman for investigation and action (It would actually be an ethics violation to do otherwise).

TO BECOME A STATE TOURNAMENT OFFICIAL
& EVALUATOR

NOMINATIONS ARE SENT TO THE STATE'S SELECTION COMMITTEE BY EACH CHAPTER.

CHAPTERS MAY SEND A NUMBER OF NOMINATIONS BASED UPON THE # OF STATE CERTIFIED OFFICIALS IN THE CHAPTER MEMBERSHIP: 1-15 MEMBERS/ 1 NOMINEE, 16-25/ 2 NOMINEES, 26-35/ 3 NOMINEES, 36+/ 4 NOMINEES.

A NOMINEE FOR TOURNAMENT EVALUATOR MUST BE INCLUDED OR NOMINATIONS FOR THE TOURNAMENT OFFICIAL WILL NOT BE ACCEPTED.

OUR CRITERIA (LIWOA) FOR THE STATE OFFICIAL INCLUDES:

5 YEARS AS AN ACTIVE OFFICIAL

BE IN THE TOP 12 RATED OFFICIALS

HAS DONE THE SEC. 8 FINALS (also a state requirement)

3 YR. SIT-OUT

THERE IS AN ESTABLISHED SELECTION FORMULA IN THE CONSTITUTION PACKET.

IF THERE ARE NOT ENOUGH NOMINEES, THE SELECTION COMMITTEE MAY ACCEPT A DESERVING MEMBER , BASED ON A SET OF ESTABLISHED CRITERIA.

ONCE A MEMBER IS NOMINATED AND HAS ACCEPTED, THEY CANNOT WITHDRAW THEIR NAME WITHOUT PENALTY**. NOMINATIONS TO THE STATE SCREENING COMMITTEE MUST BE POSTMARKED BY DEC. 1ST (also a state req.)

**THERE IS NO PENALTY FOR WITHDRAWAL IF MEDICALLY WARRANTED (M.D. certificate REQ).

THE WITHDRAWAL PENALTY INCLUDES, BUT IS NOT LIMITED TO, A 3 YEAR SIT- OUT, AS IF THE OFFICIAL HAD WORKED THE STATE TOURNAMENT.

AN OFFICIAL WHO HAS WORKED THE STATES MUST SUBMIT A NOMINATION FOR EVALUATOR before they can work another state tournament.

IF A MEMBER OF LIWOA SEEKS TO BE NOMINATED AS AN EVALUATOR THEY MUST BE At a REASONABLE LEVEL OF OFFICIATING PROFICIENCY. I.E. SEC. 8 TOURN (also a state req.)

PRE-SEASON PREPARATION AND RESPOnSIBILITIES

OFFICIALS SHOULD PREPARE FOR THE UPCOMING SEASON, BOTH MENTALLY AND PHYSICALLY. THEY SHOULD INSURE THAT IN SEASON THEY OPEN UP THEIR AVAILABILITY FOR MAXIMUM MATCH AND TOURNAMENT SCHEDULING.

ALL REFEREES MUST UPDATE THEIR AVAILABILITY WITH BOCES.

NEW OFFICIALS (CANDIDATES & PROBATIONARY) WILL BE EVALUATED BY THE ACTIVE OFFICIALS AROUND THE BEGINNING OF DECEMBER. (school requirement)

ALL ACTIVE OFFICIALS MUST FULFILL THE REQUIREMENT OF EVALUATING...THE ONLY ALTERNATIVE IS TO SCHEDULE WITH THE 2ND VICE PRES. AND HELP ONE NIGHT AT THE CANDIDATE SCHOOL.

ALL OFFICIALS MUST ATTEND THE INTERPRETATION MEETING IN ORDER TO OFFICIATE DURING THE CURRENT SEASON (OTHER CHAPTER OR COACHES INTERP. MAY SUBSTITUTE). verification is required

DUES ARE DUE NOV. 15, OR YOU WILL NOT RECEIVE A SCHEDULE AND ARE SUBJECT TO PENALTIES &/or fines and exclusion.

In order to receive a schedule for the upcoming (current) season, you must have:

Taken AND PASSED the federation test (ACTIVE MEMBERS)

Candidates 1st & 2nd year must average 80 over 2 yrs.

Probationary 3rd & 4th year must average 85 over 2 yrs.

Attended the current interpretation meeting (see above)

Paid your current dues

your paper work is up to date (availability, etc)

been submitted to nys for accreditation as an active official

if the above responsibilities are not fulfilled, but a schedule was issued it may be pulled by b.o.c.e.s. and discarded,

During the season... matches and tournaments, head referee

Contrary to rumor and other opinions, officials are required to be at matches and tournaments at least 30 minutes before the scheduled starting time , dressed & ready. (boeces req)

Remember, it is required to have the American flag at the top, center of the back of the shirt and the n.y.s. patch on the left sleeve. The pants must be black and similar to dress slacks if they are not standard official's slacks. they may not be BLACK JEANS, cargo, sweat, warm-up or any other alternative. An official should never wear the same shoes he/she was wearing in the street.

Pre-match and pre-tournament team talk is required by rule. Make no mistake, you may alleviate a problem during the match by explaining your expectations, major rule changes and anything else you feel is necessary in the "locker room".

Pre-match Meeting with captains & coaches takes place at the edge of the mat in "front" of the table, not on the mat.*** if possible, Try to insure that personnel does not step onto the mat in street shoes.

2-3+-exh. Matches are charged individually. 6 matches is a full j.v. fee

At tournaments, the head referee, along with other duties, should introduce all officials to the coaches prior to the start of the tournament. IN EFFECT THE HEAD REFEREE IS THE CREW CHIEF AND ALL QUESTIONS AND DECISIONS SHOULD GO THRU HIM THROUGHOUT THE TOURNAMENT. The head referee is the final word in all matters that are not specifically addressed in the rule book or are still in question at the tournament.

The skin check , etc. should take place in the locker room or private hallway, away from the spectators, IF IT IS NOT DONE AT THE WEIGH-IN.

THE HEAD REFEREE USUALLY DOES THE PRE- TOURNAMENT/ SKIN CHECK AT THE WEIGH-IN FOR WHICH HE IS COMPENSATED. HE MAY offer THIS TO ANOTHER OFFICIAL.

THE GENERAL PRACTICE FOR MATCH UPS AT TOURNAMENTS IS THAT THE HIGHEST RANKED OFFICIAL WORKS WITH THE LOWEST RATED OFFICIAL, THE 2ND HIGHEST RATED WORKS WITH THE NEXT TO THE LOWEST RATED , ETC. TOURNAMENT MAT ASSIGNMENT HAS ALWAYS BEEN ON A 1ST COME 1ST SERVED BASIS...but remember, the final word is the head referee.

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during the season...matches, tourn., head referee (continued)

THE HEAD REFEREE SHALL DETERMINE HOW FEES ARE TO BE SUBMITTED AND"WORKED OUT" ...i.e. working short, extra matches, late start, "4" into the finals.

Remember... the highest rated officials do the finals unless "circumstances" change this general practice.

During an official's off-time at a tourn. (I.E. 2 MATCHES on, 2 off, etc.) he should not be distracted from the action...no newspaper, internet, excessive time out of the gym, etc. the working official or table may need support at any given moment.

The seated official should never discuss calls or allow body language to indicate disagreement with a call made by any working official

It is generally expected that an official is available for the complete tournament when scheduled by b.o.c.E.S.

Tournaments are a 5 hour minimum on the pay schedule. If it does not meet the min. of 5 hours work the weigh in fee shall be waived.**

You must have 8 points to do the post season tournaments. PG. 4. MIDDLE

B.O.C.E.S. RESONSIBILITIES AND CONTACTUAL OBLIGATIONS

OFFICIALS SHOULD BUY AN ATHLETIC DIRECTORY FROM BOCES WHICH INCLUDES ALL SCHOOLS, TEL#, DIRECTIONS, ALL SPORTS AND CONTACT #'S

CALLS OF CONFIRMATION MUST BE MADE TO HOME ATHLETIC OFFICE FOR EVERY MATCH.
CONFIRMATION CARDS CAN ALSO BE SENT. BOCES CONTRACT OBLIG.

REMEMBER, LATENESS TO A MATCH AFFECTS POSSIBLY 50-100 OR MORE PEOPLE, NO EXCUSE ALTERS THAT FACT. BOCES CONTRACTUAL OBLIGATION REQ. 30 MIN. BEFORE START TIME ...DRESSED & READY. EVEN EXTRAORDINARY REASONS REQUIRE OUR DUE DILIGENCE TO ENSURE THAT THE MATCH STARTS ON TIME.

ALL FORMS FROM BOCES MUST BE SUBMITTED IN A TIMELY MANNER...VOUCHER, FLAG. MISCONDUCT

AVAILABILITY FORM SUBMISSION WILL HAVE A PROFOUND AFFECT ON YOUR SCHEDULE.

TURN BACKS ARE LOOKED UPON VERY UNFAVORABLY...YOU MAY LOSE RATING POINTS/ BE FINED BY BOCES FOR BREACHES OF OBLigations. **PENDING VOTE

DURING THE SEASON... Tournaments

Assignments, add on officials & ranking

Tournaments are assigned using rank to determine a number of variables in the original scheduling of officials (i.e. how many tournaments you will get, who is the drop official and who is the head official).

As per “past practice”, if an official is added on to a tournament after the original assignment has been made, that official is placed at the bottom of the list of working officials for that tournament, regardless of his/ her rank. The official also becomes the “drop “ official in the event that officials are dropped prior to the finals or in an earlier round of wrestling. The exception would be if one of the originally scheduled officials chooses to become the drop.

THIS CLAUSE DOES NOT APPLY IN THE CASE OF AN EXCHANGE OR SWITCH OF ASSIGNMENT MADE BY B.O.C.E.S. i.e. (MAKE UP FOR LOST ASSIGNMENT OR SWITCH W/ ANOTHER OFFICIAL’S TOURN ASSIGNMENT).

Meetings Requirement and B.o.c.e.s. assignments

An official who has a section 8 (and only a sec. 8) assignment that is scheduled during the exact time of our l.i.w.o.a. meeting is not charged with an absence. It may be that an earlier match might cause the member to be late, but every attempt to get to the meeting is expected. This policy does not apply to Any other section’s matches (Suffolk, p.s.a.l., parochial, private, etc...). THE RATIONALE FOR THIS IS THAT WE (LIWOA) HAVE A CONTRACTUAL OBLIGATION TO FILL THE NEEDS OF BOCES SCHEDULING REQUIREMENTS. THIS IS CERTAINLY SUBJECT TO VERIFICATION BY NASSAU BOCES. Documentation should be shown to the 1st v.p. indicating teams, site and time of contest IN ORDER TO GET CREDIT FOR THE LIWOA MEETING.

ABUSE OF THIS STIPULATION WOULD BE AN ETHICS VIOLATION...AND IS SUBJECT TO ASSOCIATION PENALTIES AND SANCTIONS.

DURING THE SEASON... ETHICS AND CONDUCT OF OFFICIALS

IT IS EXPECTED THAT ALL OFFICIALS WILL ACT IN A PROFESSIONAL MANNER BOTH ON THE MAT AND OFF.

WHEN THE UNIFORM goes ON, REFEREES ELEVATE THEMSELVES FROM SPECTATORS AND FANS TO PROFESSIONALS IN THE SPORT.

PROFESSIONAL DISCUSSIONS OF CALLS AND RULES (AND EVEN JUDGEMENT) IS ACCEPTABLE AND ENCOURAGED IN AN EFFORT TO MAINTAIN AND IMPROVE THE HIGH PERFORMANCE OF ALL REFEREES ON ALL LEVELS.

HOWEVER, DISCUSSIONS OF INDIVIDUAL CALLS (SPECIFIC) AND PERSONAL PERFORMANCE OF ANOTHER OFFICIAL WITH COACHES OR SPECTATORS IS UNACCEPTABLE AND UNETHICAL. (UNDER ALMOST ANY CIRCUMSTANCES)

***"DEGRADING ANOTHER OFFICIAL'S PERFORMANCE DOES NOT ELEVATE YOU TO A HIGHER LEVEL, IT ONLY SERVES TO DEMEAN ALL OFFICIALS".

LIWOA MEETINGS AND DISCUSSIONS THAT TAKE PLACE BETWEEN OFFICIALS SHOULD BE CONSIDERED CONFIDENTIAL AND CERTAINLY "PRIVILEGED" INFORMATION. IT SHOULD NOT BE OPEN TO THE GENERAL PUBLIC UNLESS EXPRESSLY EXCEPTED BY THE PRESIDENT OR ALL THOSE INVOLVED IN THE DISCUSSION...USING OUR DISCUSSIONS IN A PUBLIC FORUM IS UNETHICAL.

BREACHES OF ETHICS OR QUESTIONS CONCERNING CONDUCT OF OFFICIALS MAY BE BROUGHT TO THE ATTENTION OF THE ETHICS COMMITTEE OR THE PRESIDENT.

Breaches of ethics and unreasonable behavior of coaches should always be brought to the attention of the executive board (thru the pres.) or the ethics committee for investigation.(i.e." I'll bury you with your rating", ongoing profanity) We will document behavioral problems with coaches and monitor chronic behavior for further action.

FOOTNOTE ON THE LAST PAGE OF THE MANUAL.....

A SPECIAL THANKS TO THOSE INDIVIDUALS WHO HAVE HELPED TO PRODUCE THE BODY OF THIS HANDBOOK/MANUAL...

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ROB AQUILINA

ROY SCOTT

PAUL M^CCARTHY

JOHN HAMILTON

RICH DEMOTT

MARCIA HAISE

KEVIN AKNER

ASSOCIATIONS AND ORGNIZATIONS... (FROM ON- LINE SOURCES)

N.Y.S.W.O.A. CONSTITUTION

S.C.W.O.A., SEC. 11

S.W.O.A., SYRACUSE

ARIZONA ATHLETIC ASSOC.

WASHINGTON, SNOHOMISH COUNTY W.O.A.

KANSAS, K.S.H.S.A.A.

S. DAKOTA, S.D.H.S.A.A.