
CUMBERLAND REFEREES ASSOCIATION

OFFICIATING CODE OF CONDUCT

OVERVIEW

PURPOSE

The objective of the Cumberland Referees Association Officiating Code of Conduct is to:

- a) Ensure a high quality of officiating within the CRA by instilling a sense of responsibility, dedication and pride in officials;
- b) Apply a common minimum standard of discipline for offences of a similar nature.

DEFINITIONS

Warning – When applicable, a warning is the first step in the disciplinary process, which consists of a written notice advising the member of a breach of the Officiating Code of Conduct (as per the Cumberland Referees Association Constitution, By-Laws, Rules & Regulations).

Fine – When applicable, is a monetary penalty resulting from a breach of the Officiating Code of Conduct (as per the Cumberland Referees Association Constitution, By-Laws, Rules & Regulations).

Suspension – When applicable, is a temporary cessation of the act of officiating within the Cumberland Referees Association jurisdiction until the defined period of reprimand is completed or actions are taken to correct the breach of the Officiating Code of Conduct (as per the Cumberland Referees Association Constitution, By-Laws, Rules & Regulations).

APPLICATION

The Officiating Code of Conduct applies to all officials and executive members who are registered with the Cumberland Referees Association (District XII).

AUTHORITY

The Referee-In-Chief or his delegate (the Director of Discipline & Appeals) shall administer the Officiating Code of Conduct and advise the executive committee on appropriate disciplinary measures when applicable. All other conduct not covered in the Code of Conduct shall be dealt with by the Referee-In-Chief or his delegate on a case-by-case basis.

NOTIFICATION

Notification of disciplinary action shall:

- a) be done in writing;
- b) shall explain in detail all action(s) taken against the member; and
- c) shall outline the official's options for appealing the decision.

APPEALS

- a) In the event that a member is found to be in breach of the Code of Conduct and wishes to dispute the findings of the Director of Discipline & Appeals or his/her delegate, or the resulting disciplinary measures taken, he or she may do so by submitting a formal written appeal. The member must make this appeal in writing within 96 hours.
- b) The cost of an appeal shall be \$25.00 (payable by cheque to the Cumberland Referees Association.) In the event that the original decision is overruled or retracted, the total amount shall be reimbursed to the member.
- c) All appeal hearings shall be conducted before a panel of three (3) individuals; including: the Referees Representative, one (1) member of the executive committee and one (1) member at large considered to be in good standing. The Director of Discipline & Appeals or his/her delegate will be in charge of chairing the hearing and making all necessary arrangements. The Director of Discipline & Appeals or his/her delegate shall also be responsible for selecting the three (3) required panel members.
- d) The decision rendered by this committee shall be considered final.

CODE OF CONDUCT

The following tables summarize the conduct expected of all members of the CRA, and also the sanctions that may be imposed for conduct that breaches these standards:

GENERAL CONDUCT

Conduct	1st Offence	2nd Offence	Further Offences
<p>Inappropriate Conduct</p> <p>Members who conduct themselves inappropriately with regard to any aspect of the CRA. This includes inappropriate conduct towards other officials, members of the executive committee, players, coaches, parents, etc, and includes conduct either on or off of the ice(see CRA By-Laws and Regulations).</p>	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension
<p>Minor Hockey Suspensions</p> <p>Members who receive a time based suspension from any organized minor hockey league shall also be suspended from any officiating assignments until such suspension has been served in full to the satisfaction of the league President.</p> <p>Note: this does not include suspensions for a set number of games</p>	Suspension for the duration of the minor hockey suspension	Suspension for the duration of the minor hockey suspension	Suspension for the duration of the minor hockey suspension
<p>Violation of Alcohol/Tobacco/Drug Policy</p> <p>Members who do not abide by the CRA Alcohol/Tobacco & Drug Policy (see CRA By-Laws, Rules and Regulations)</p>	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension
<p>Violation of Cresting Standards</p> <p>Members who fail to properly crest their uniforms as per Hockey Canada standards (see Hockey Canada By-Laws, Rules and Regulations).</p>	Warning	Fine up to \$10.00	Fine up to \$10.00 or suspension
<p>Violation of Dress Code – Games</p> <p>Members who fail to arrive at an assignment wearing proper attire as per CRA guidelines (see CRA By-Laws, Rules and Regulations).</p>	Warning	Fine up to \$10.00	Fine up to \$10.00 or suspension

Conduct	1st Offence	2nd Offence	Further Offences
<p>Violation of Male/Female Dressing Room Policy</p> <p>Members who fail to abide by the CRA Male/Female Dressing Room Policy (see CRA By-Laws, Rules and Regulations).</p>	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension	Depending on the nature of the conduct, a warning, a fine up to \$25.00 or suspension

GAME SHEETS & GAME INCIDENT REPORTS

Conduct	1 st Offence	2 nd Offence	Further Offences
<p>Violation of Game Incident Report – Deadlines</p> <p>Members who fail to notify or complete a Game Incident Report within 20 hours of the conclusion of the assignment.</p>	Warning or fine up to \$15.00 + \$10.00 for each additional day that the report is late	Fine up to \$15.00 + \$10.00 for each additional day that the report is late	fine up to \$15.00 + \$10.00 for each additional day that the report is late, suspension
<p>Violation of Game Incident Report – Improper Completion</p> <p>Members who fail to properly complete (to the satisfaction of the Director of Discipline & Appeals or his/her designate) a Game Incident Report.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Warning or fine up to amount of game fee

GAME ASSIGNMENTS

Conduct	1 st Offence	2 nd Offence	Further Offences
<p>Accepting/Trading Games – Unqualified Officials</p> <p>Members who accept or trade games to officials not qualified to officiate at a specified level and who have not received special permission from the Referee-In-Chief or a member of the executive committee to officiate at that level.</p>	Warning or fine up to \$15.00	Fine up to amount of game fee	Fine up to amount of game fee
<p>Accepting Games – Games Not Assigned by CRA</p> <p>Members who bypass the normal process of assigning and who officiate games that are normally assigned by the CRA assignor.</p>	Warning or fine up to \$15.00	Fine up to amount of game fee and suspension	Fine up to amount of game fee and suspension

Conduct	1 st Offence	2 nd Offence	Further Offences
<p>Failure to Report – Late Arrival On-Ice for Start of Game</p> <p>Members who fail to report to the assignor or his/her designate that an official has arrived late on-ice for the scheduled start of the game.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Warning or fine up to \$10.00
<p>Failure to Report – Late Arrival to Rink</p> <p>Where an official has not arrived at the rink, the other officials must call/report this to the assignor (or his/her designate) at least twenty minutes prior to the scheduled start of the game so that another official can be contacted and have time to arrive at the rink.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Warning or fine up to \$10.00
<p>Failure to Report – Missed Assignment (No Shows)</p> <p>Members who fail to report to the assignor or his/her designate that an official has not completed his/her assignment.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Warning or fine up to \$10.00
<p>Late On-Ice for Start of Game</p> <p>Members who fail to arrive on-ice on time for the scheduled start of the game.</p> <p>Note that players who arrive on the ice after the end of the 1st period shall be deemed to have missed the assignment.</p>	Warning or fine up to \$10.00	Fine up to \$10.00	Fine up to \$10.00 or suspension
<p>Late Arrival – To Rink</p> <p>Members who fail to arrive at the rink at least thirty minutes prior to the scheduled start of the game without a reasonable excuse and properly notifying the remainder of the crew and the assignor of the situation.</p>	Warning or fine up to \$10.00	Fine up to \$10.00	Fine up to \$10.00 or suspension
<p>Missed Assignments (No Shows)</p> <p>Members who fail to show up for an assigned assignment. Note: In exceptional circumstances, they will be dealt with on a case-by-case basis.</p>	Warning or fine up to amount of game fee(s)	Fine up to amount game fee(s)	Fine up to amount of game fee(s) or suspension
<p>Returning Assignments to Assignor</p> <p>Members who return assignments to the assignor without a valid reason with less than a 72 hours notice.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Warning or fine up to \$10.00

Conduct	1 st Offence	2 nd Offence	Further Offences
<p>Violation of Maximum Games Per Day Policy</p> <p>Members who fail to abide by the Maximum Games Per Day Policy (7 games or 4 consecutive hours).</p>	Warning or fine up to \$15.00	Warning or fine up to \$15.00	Warning or fine up to \$15.00

MEETINGS & HEARINGS

Conduct	1 st Offence	2 nd Offence	Further Offences
<p>Failure to Attend – Hearings</p> <p>Members who fail to attend a hearing without first having notified and provided the Director of Discipline & Appeals or his/her designate with a valid reason for being absent.</p>	Warning or fine up to amount of game fee	Warning or fine up to amount of game fee	Fine up to amount of game fee or suspension
<p>Failure to Attend – Meetings</p> <p>Members who fail to attend general meetings or the annual general meeting without first having notified the Secretary or his/her designate and provided a valid reason for being absent.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Fine up to \$10.00 or suspension
<p>Violation of Dress Code – Hearings</p> <p>Members who fail to arrive at a hearing wearing proper attire as per CRA guidelines (see CRA By-Laws, Rules and Regulations).</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Fine up to \$10.00 or suspension
<p>Failure to Attend – Development Sessions</p> <p>Members who fail to attend a development session whether it be on or off-ice without first having notified the Secretary or his/her designate and provided a valid reason for being absent.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Fine up to \$10.00 or suspension
<p>Failure to Complete – Supervision Requirements</p> <p>Members identified as “Supervisors” who fail to complete their supervision requirements to the satisfaction of the Director of Supervision or his/her delegate.</p>	Disqualification from acting as referee in 3 man system, warning or fine up to \$10.00	Disqualification from acting as referee in 3 man system, warning or fine up to \$10.00	Disqualification from acting as referee in 3 man system. fine up to \$10.00 or suspension
<p>Failure to Complete/Pass – Rule Knowledge Testing</p> <p>Members who fail to complete or pass rule knowledge testing to a standard set by the Director of Development, his/her delegate, or the Executive Committee.</p>	Warning or fine up to \$10.00	Warning or fine up to \$10.00	Fine up to \$10.00 or suspension