

NCSOA

Disciplinary Policy and Appeal Procedures

Effective August 8, 2005

The Executive Board of the Association is empowered to suspend or revoke membership in the Association of a member for failure to abide by the NCSOA Bylaws, rules, regulations, policies or procedures which have been adopted by the Association or the Executive Board.

Members may be disciplined for the following reasons:

- A. Failure to complete an assignment without having confirmed an acceptable qualified replacement;
- B. Canceling an assignment after having confirmed acceptance of said assignment to accept another that pays more without having confirmed an acceptable qualified replacement;
- C. Failure to consistently perform his or her duties as prescribed by the Laws of the game or the Rules set forth by the appropriate national and state bodies or this Association;
- D. Inappropriate behavior or other actions before, during or after a match;
- E. Misconduct;
- F. Any action that would bring the game into disrepute or otherwise bring disfavor upon the Association, its members or the game of soccer.

Disciplinary action may consist of verbal counseling, written warning or counseling, suspension, revocation of membership for a stated period of time, or dismissal from membership in the Association. Depending upon the seriousness of the situation or nature of the problem, exceptions or deviations from the normal procedures for discipline may occur. Circumstances may sometimes call for immediate suspension and/or revocation of membership in the Association. When necessary or otherwise required by law, appropriate administrative bodies may be informed of disciplinary action taken on an official.

An individual who has received notice of pending disciplinary action is entitled to appeal the action and request a hearing before the Executive Board of the Association. Said member must request such a hearing in writing and that request must be submitted to the Secretary of the Association. Following receipt of the appeal, the President shall call a special meeting of the Board within twenty calendar days. Following such a hearing, the Board shall provide a written response to the member as to its decision in the member's hearing. The decision of the Board shall be final.

A referee whose membership has been suspended or revoked may apply for reinstatement upon the completion of the designated period of revocation or suspension. A majority vote of the Executive Board is required to approve reinstatement. Said reinstatement may only occur after the referee has satisfied all conditions of the revocation, suspension and Association Bylaws and Rules.