

## **IGHSAU Code of Ethics**

The Iowa Girls' High School Athletic Union's Board of Directors has officially adopted the following Code of Ethics for high school athletic officials. Officials at an interscholastic athletic event are participants in the educational development of high school students. As such, they must exercise a high level of self-discipline, independence, and responsibility.

The purpose of this Code is to establish guidelines for ethical standards of conduct for all interscholastic officials.

- Officials shall master both the NFHS rules of the game and the mechanics necessary to enforce the rules, as well as any Iowa Adaptations to these rule and shall exercise authority in an impartial, consistent, and controlled manner.
- Officials shall work with each other and their state associations in a constructive and cooperative manner.
- Officials shall uphold the honor and dignity of the profession in all interaction with student-athletes, coaches, athletic directors, school administrators, colleagues, and the public.
- Officials shall prepare themselves both physically and mentally, shall dress neatly and appropriately, and shall conduct themselves in a manner consistent with the standards of the profession.
- Officials shall be punctual and professional in the fulfillment of all contractual obligations. Officials shall remain mindful that their conduct influences the respect that student-athletes, coaches, and the public hold for the profession.
- Officials shall, while enforcing the rules of play, remain aware of the inherent risk of injury that competition poses to student-athletes and themselves and shall notify the event manager of any condition that might not be conducive regarding participation.
- Officials shall be cognizant of adverse conditions (including weather) that might arise during the competition and react appropriately to ensure the safety and welfare of all participants.
- Officials shall not be party to actions designed to unfairly limit or restrain access to officiating, officiating assignments, or to local association membership. This includes selection for positions of leadership based upon economic factors, race, creed, color, age, sex, physical handicap, country or national origin.

The IGHSAU serves as a licensing agency for Iowa Junior and Senior High School athletic officials. Officials are registered as independent contractors with both entities. This Code of Ethics relates to the license status of each official registered with the IGHSAU and/or the IHSAA.

## **CONDUCT OF OFFICIALS**

The Executive Director of the IGHSAU may discipline an official for a violation of the Officials' Code of Ethics or for conduct unbecoming of school athletic officials. The disciplinary action may be a written reprimand, suspension, forfeiture or revocation of the registration of an official for actions or conduct which include, but are not limited to:

- Failure to honor a contract without written consent or release from the contract
- Unethical conduct or failure to abide by the rules and regulations of the IGHSAU
- Officiating a high school contest without the appropriate eligibility classification

- Falsifying information on a registration form
- Violations of the IGHSAU or IHSAA conviction policy

## **Criminal History Policy**

### New Registration Application or Renewal

1. An IGHSAU Official's Registration will not be issued or renewed without the written consent of the Executive Director of the IGHSAU if:

- a. he/she has been convicted or adjudicated with a finding of fault, guilt or violation in regard to an offense related to an act of violence against a minor;
- b. he/she has been convicted or adjudicated with a finding of fault, guilt or violation in regard to any offense which required or requires the applicant to register with the sex abuse registry of any state;
- c. he/she has been convicted, or adjudicated with a finding of fault, guilt or violation, in regard to an offense involving the sale or distribution of any illegal/illicit drug or controlled substance as defined by Federal or State law;
- d. he/she has ever been convicted or adjudicated with a finding of fault, guilt or violation, in regard to an offense defined by applicable Federal or State law as a felony.

### Currently Registered Officials

1. A currently registered official who receives a conviction or adjudication of fault, guilt or violation of an offense listed in paragraph 1(a) – 1(c) of this policy shall result in immediate and automatic revocation of their officiating registration, unless the official obtains the written consent of the IGHSAU Executive Director.

2. Upon receipt of or upon having knowledge of an indictment or criminal charge against them of any offense listed in paragraph 1(a) – 1(c), a currently registered official must immediately inform the IGHSAU Executive Director of said indictment or charge. The IGHSAU Executive Director shall have the discretion to suspend the official's registration pending disposition. Failure to notify the IGHSAU Executive Director of such indictment or criminal charge shall in itself be a basis for immediate and automatic revocation of the officiating registration.

### Reinstatement / Reregistration.

1. An official whose registration has been suspended or revoked or an applicant who is denied registration, under the provisions of this policy, may petition for reinstatement/reregistration based on the following:

- a. If suspension, revocation or denial of registration is based upon conviction, adjudication or finding of fault, guilt, or violation of an offense defined as a felony, the official/applicant may petition for reinstatement/reregistration one year after the completion of the parole/probation period; or immediately upon obtaining written consent from the Executive Director of the IGHSAU.

b. If suspension, revocation or denial of registration is based upon any conviction, adjudication or finding of fault, guilt or violation, in regard to an offense related to the sale or distribution of any illegal/illicit drug or controlled substance as defined by Federal or State law, the official/applicant may petition for reinstatement/reregistration one year after the completion of the parole/probation period; or immediately upon obtaining written consent from the Executive Director of the IGHSAU.

c. If suspension, revocation or denial of registration is based upon conviction, adjudication or finding of fault, guilt, or violation of an offense involving an act of violence toward a minor or any offense which requires or required the person to register with the sex offender registry of any state, reinstatement/reregistration will not be permitted unless written consent is obtained from the Executive Director of the IGHSAU.

### **APPEALS PROCESS**

An official who has been reprimanded or whose registration has been denied, suspended, forfeited or revoked will be given the opportunity to appeal to the Board of Directors by presenting facts to the Executive Director in writing within 7 days of written notification of disciplinary action. The Board of Directors shall review the case at the next regularly scheduled meeting of the Board, and the decision shall be final.

### **IGHSAU SOCIAL MEDIA GUIDELINES FOR OFFICIALS (as adopted from the National Association of Sports Officials-NASO)**

- Consider social media communications as public at all times — even if created with private intentions. If you are going to use social media in any form, consider your communication may be read by anyone at any time.
- You represent the officiating industry, the IGHSAU, your associations, your assigners and your partners. Act accordingly.
- Promote officiating in a positive light and with a general feeling of pride and professionalism. You are an ambassador for officiating.
- You have a unique access to information. The same ethical restrictions that apply to any form of public speech also apply to social media. It is inappropriate to communicate specifics about your assignments, other officials, IGHSAU staff, conferences/schools, coaches, players or any related personnel.
- Do not engage in specific play and or ruling evaluation/commentary, whether it be of a game you worked, one that you witnessed or in general about the impact of officials in any sporting event.
- Communications among officials for learning purposes should be done privately and not using social media. Be mindful that email and other forms of direct communication can be made public.
- Be very sparing in the sharing of your personal information, including photos. Adjust security settings accordingly. Report fake profiles or posts to the appropriate authorities/governing bodies in a timely fashion.
- Follow specific conference, school and/or governing body social media policies.