



## OHIO SOUTH STATE REFEREE COMMITTEE (OSSRC)

Conduct Review Policy	Revision	Revised	Page No.	Adopted	Policy No.
	1	-	1 of 2	10/30/2022	1.3

### A. General

1. Any alleged incident of misconduct, conflict of interest or inappropriate behavior contrary to the U.S. Soccer's *Code of Ethics for the Federation Referee Program* committed by:
  - a) a referee, an assignor, a mentor, a referee coach or any member of the OSSRC Board of Directors other than the SRA or SYRA, shall be to the State Referee Administrator (SRA).
  - b) the State Referee Administrator (SRA) shall be reported to the President of the Adult Soccer Association (SOASA) and the President of the Youth Soccer Association (OSA).
  - c) the State Youth Referee Administrator (SYRA) shall be reported to the State Referee Administrator (SRA) and the President of the Youth Soccer Association (OSA).
2. All pertinent information regarding an alleged incident must be provided in writing or via email, i.e., all other forms of communication shall be considered as being inadmissible.
3. The SRA upon receipt of the complaint may assign it to an appropriate member of OSSRC Board of Directors to investigate and manage the process.
4. The incident shall be investigated and resolved within the timeframe as defined in this policy.

### B. Misconduct Process

1. A copy of the alleged incident must be submitted to the accused.
2. The accused must be given an opportunity to review and respond accordingly to the allegations.
3. The nature of alleged incident is determined to not qualify as being inappropriate – case dismissed without prejudice.
4. Upon verification and nature of the alleged incident the accused may be subject to being placed on immediate probation or suspension.
5. Upon further investigation of the incident no misbehavior is determined to have occurred – accused judged to be not guilty.
6. The alleged incident is confirmed to be valid and punishment is imposed - accused may concur or request a conduct hearing.
7. The nature of the alleged incident automatically warrants OSSRC to hold a formal conduct hearing.

### C. Conduct Hearing

1. Any individual subject to a conduct decision or hearing shall receive notification within seven (7) days of receipt from the SRA of the initial written complaint.
2. Upon receipt of a conduct decision, the accused has seven (7) days to file a request for a conduct hearing.
3. The OSSRC may schedule a conduct hearing at any time, as per the nature of the complaint may warrant.
4. Any decision to hold a conduct hearing initiated by the OSSRC or by the accused regarding an alleged incident shall be scheduled to be held within thirty (30) days of that decision.
5. The Conduct Committee Chair shall be responsible for facilitating the hearing and reporting the final decision to the involved parties within seven (7) days of the hearing.
  - a) Any individual subject to penalties shall also receive a notice of their rights to appeal.
  - b) The accuser has no rights of expectation for an appeal of the Conduct Committee's decision.

6. "Hearing" means a meeting of at least five (5) individuals, one of which is designated to serve as the Chair.
  - a) No one serving as a Conduct Committee Member shall be a member of OSSRC Board.
  - b) The Chair of the conduct hearing shall not have a vote except to break a tie.

**D. Appeal Process**

1. If the accused is not satisfied with the decision of the Conduct Committee, a written or an email request must be submitted to the OSSRC State Referee Administrator (SRA) within three (3) days of the Conduct Chair's correspondence.
  - a) An Appeal Committee selected by the State Referee Administrator (SRA) shall review the decision of the Conduct Committee within fourteen (14) days.
  - b) Any OSSRC Board Member may serve on the Appeals Committee.
  - c) The Chair and Appeals Committee hearing members shall not be any of the same individuals who served on the original Conduct Committee.
2. The Appeal Committee Chair is responsible for facilitating the appeal hearing and communicating the findings within seven (7) days of the appeal hearing.
3. The Appeal Committee's decision may result in:
  - a) Upholding the original Conduct Committee's rulings
  - b) Reducing any imposed penalties
  - c) Dismissal of any or all charges
  - d) Imposing additional sanction(s)

**E. Conduct Committee and Appeal Committee Hearings**

1. The severity of the any penalty imposed upon an individual shall be determined by the voting-members of the Conduct or Appeal Committee formed to adjudicate the alleged charges.
2. Penalties may be among the following:
  - a) Letter of Reprimand
  - b) Period of Probation
  - c) Period of Suspension as an active OSSRC functioning member (not to exceed 5 years)
  - d) Termination as an OSSRC member
  - e) Suspension from all active participation in any Federation-sanctioned role for fixed period of time (not to exceed 25 years)
  - f) Placing the individual in "bad standing" status with associated sanctions and restrictions
3. The final decisions shall be communicated within seven (7) days to the SRA and the involved parties.

**F. REVISION RECORD:**

<b>Revision</b>	<b>Date of Revision</b>	<b>Revision By:</b>
Adopted	10/30/2022	C. Keaney