

I. Declaration of Policy:

Water polo sanctioning bodies have entrusted us to assist them in the development of their youth through athletics. The proper operation of such a process requires that officials be independent, impartial and responsible to the people with whom they interact, including both the public and fellow officials. The purpose of the Code of Ethics is to establish guidelines for ethical standards of conduct for all officials. The Code of Ethics does not exhaust the moral and ethical considerations of professional behavior and attitude. Compliance with this Code of Ethics depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peer and public opinion, and finally, when necessary, upon enforcement through disciplinary proceedings.

II. Ethical Standards

- A. SCAF Members must be free of obligation to any interest other than the impartial and fair judging of competitions. Without equivocation, game decisions that are slanted by personal bias are dishonest and unacceptable.
- B. SCAF Members recognize that anything that may lead to a conflict of interest, either real or apparent, must be avoided. Gifts, favors, special treatment, privileges, employment or a personal relationship with a school or team that can compromise the perceived impartiality of officiating must be avoided.
- C. SCAF Members have an obligation to treat other officials with professional dignity and courtesy and recognize that it is inappropriate to criticize other officials.
- D. SCAF Members have a responsibility to continuously seek self-improvement through study of the game, rules, mechanics and the techniques of game management. They have a responsibility to accurately represent their qualifications and abilities when requesting or accepting officiating assignments.
- E. SCAF Members shall protect the public (fans, administrators, coaches, players, et al) from inappropriate conduct and shall attempt to eliminate from the officiating avocation/profession all practices which bring discredit to it.
- F. Sports officials shall not be party to actions designed to unfairly limit or restrain access to officiating, officiating assignments or association membership. This includes selection for positions of leadership based upon economic factors, race, creed, color, age, sex, physical handicap, country or national origin.

III. Affirmations:

- A. I devote time, thought and study to maintain the highest standards of our sport. I strive to perform in as professional a manner as possible:
 - 1. by acting within the governing rules and mechanics of competition;
 - 2. by acting in a spirit of good sportsmanship;
 - 3. by having a protective rather than punitive attitude toward enforcement of the rules;
 - 4. by being impartial;
 - 5. by maintaining my focus on observation, not expectation, not anticipation, not preference;
 - 6. by insuring the conditions of a competition are fair and equitable for all participants.
- B. I strive to work with fellow officials in a spirit of harmony and cooperation. I am respectful and courteous of others, cognizant that difference of opinion and interpretation

may occur. I critically evaluate my performance after each competitive session as a step toward improvement and growth.

- C. I resist every temptation and outside pressure to use my position as an official to benefit myself. Under all circumstances, I avoid promoting the special interests of any person or group of persons other than the athletes we serve. I recognize that it is important to honor contracts regardless of possible inconvenience or financial loss.
- D. I do not use illegal or recreational drugs or alcohol immediately before, during or immediately after any competition session where I am working or in attendance as an observer.
- E. I have not engaged nor will I ever engage in any behavior that utilizes the influence of my position to encourage inappropriate sexual intimacy with any minor, any athlete, any coaching staff or any facility staff.
- F. I agree to abide by the Code of Ethics. Failure to follow this policy may result in my termination with SCAF–Water Polo.
- G. Further, I acknowledge that I am an independent contractor and SCAF–Water Polo has no responsibility to guarantee employment as a result of training received.
- H. I agree to the SCAF-Water Polo Policies and Procedures in full.
- I. I have obtained and maintain personal liability coverage, insuring me, and holding SCAF harmless against any legal claims made by others in connection with my activity as a SCAF-Water Polo official.

Signature: _____ Date: _____

Print Name: _____ Soc. Sec No: _____

IV. Statement of Policies for Water Polo Officials

A. Certification of Officials

1. An official will be certified to officiate assigned games only upon the completion of the following criteria:
 - a. Pass written test (scores and policy to be determined by SCAF Board of Directors)
 - b. Attend clinics/meetings
 - c. Participate in practical sessions
 - d. Member of SCAF
 - e. Member of USAWP (when required)
2. Current members are responsible to inform update their membership data via the web site personal log in. Notice of all meetings will be sent to all members in good standing at the email address of record, no later than twenty-one (21) days prior to any mandatory meeting, clinic or practical session.
3. Absence from a mandatory meeting, clinic or practical session may be grounds for disciplinary action. Absence may be excused ONLY at the discretion of the President of the member's Area Chapter. The absence does NOT exempt the member from mandatory make-up of the missed instruction.

B. Uniform and Equipment

1. A proper uniform consists of white shoes and socks, white trousers and white belt, and a white, collared shirt. The uniform should be neat and clean at all times. Since water polo games are often conducted outdoors in rainy weather, appropriate provision should be made for inclement weather not including umbrellas. If additional items of clothing are worn (hat, jacket, etc.), it is preferable that they be white. In all cases, such attire must be appropriate and professional.
2. Each official must provide their own equipment as follows:
 - a. Red and yellow cards.
 - b. Whistle
 - c. Current rule book
 - d. Watch

C. Relocating Officials

An official from outside of the area that SCAF–Water Polo serves, who is unknown to the SCAF Directors will be accepted as a Trainee. Upon receipt of a letter certifying comparable training or certification by another recognized water polo officials association, s/he will be placed on the appropriate SCAF list, subject to the certification rules stated herein for any member.

D. Guest Officials

The SCAF Directors may designate officials for assignment who visit temporarily from outside of the area that SCAF–Water Polo serves, based on the direct personal knowledge by a SCAF Director, of the official’s comparable training or certification by another recognized water polo officials' association.

E. Independent Contractors

According to the California State Departments of Education and Justice, "... an official at a high school athletic event is an independent contractor and therefore not covered by the Workers' Compensation Statutes." As an Independent Contractor, it is the Official's responsibility to comply with the appropriate statutes.

F. Assignment

1. Definition of "Season"

A season is defined as: a specific assignment period, level of competition, gender of players, supervised under a recognized water polo sanctioning body. For example, CIF boys’ season, NCAA women’s season, USWP Junior season.

2. Assignment to Games

SCAF–Water Polo trains and certifies officials who are then assigned by the various commissioners and/or assignors to games. Some assignors will contact you by mail or phone while others will make their assignments at a meeting that will be advertised in advance. Some assignors may charge an administrative fee for their services. It is imperative that each official be familiar with the policies of these commissioners and assignors. Failure to adhere to such policies usually results in the removal of that official from that commissioner's or assignor’s list, for the current or immediate next season.

3. Changing Assignments

All game assignments must go through the appropriate assignor. An official may NOT change an assignment without contacting the assignor. An official may not accept a game directly from a coach or school without clearing the assignment through the appropriate assignor. Once an assignment has been accepted from the appropriate assignor, an official may not cancel that assignment to do a game in another area or level without clearing the change with BOTH ASSIGNORS. Failure to adhere to this policy could result in a loss of the official's next game or games and could also affect the official's consideration for championship and/or post-season game consideration for the current or immediate next season.

G. Advancement to College Lists

1. SCAF will keep a College List specifying officials qualified to work at the community and college level.

2. The College List

Placement of an official's name on this list by the SCAF–Water Polo Board of Directors shall occur only after the following criteria have been met:

- a. The official has been a working member of SCAF–Water Polo for at least 2 years, or equivalent experience from outside of the area that SCAF–Water Polo serves, as approved by the SCAF Board of Directors.
- b. Referee 100 High School or USWP age group Water polo Games within the 2 years immediately preceding application for listing.
- c. After completion of items a), and b), the official submits a written request to the SCAF–Water Polo Board of Directors to be evaluated for placement on the College List with "provisional status".
- d. SCAF will make its best effort to assure that a provisional official will work at least one college game under the direction of an official assigned by the Training Committee.
- e. If a positive evaluation is made, the official's name will be added to the College List for the following season as a regular member.

H. Rating and Listing

1. Goals

Our work at SCAF aims at two things: training and assignment. Fairness to all members demands that assignment reward performance. Without some neutral method of measuring performance our assignors are faced with repeated charges of favoritism. The result: 1) members believe discrimination keeps them down, and 2) they retain a built in excuse to ignore their performance deficiencies. Fair measurement of performance is pre-requisite to rating referees, the key determinant of assignment to regular season and championships. There are many challenges to fair performance evaluation in any endeavor, perhaps even more in the subjective environment of sports officiating. That alone should not prevent us from trying. By giving every SCAF Director a hand in the process, in turn rendering collective judgment, the issue of personal bias is minimized.

2. General Definitions

- a. Advancement Pool: SCAF-wide list of referees for assignment to graded games of various levels for personal advancement within SCAF ratings.
- b. Evaluation: subjective interpretation of skills by observers, to provide individual referee instruction

- c. Graded Games: selected group of games which serve as the only evaluation subjects for advancement.
- d. Grading: survey of skills by a control group of observers, to rank and rate performance among a pool of referees
- e. Ranking: placement of referees on a list in order of performance according to survey results
- f. Rating: placement of referees into classifications, according to statistical consistencies in survey results

3. SCAF Rating Committee

- a. Members: President, Sr. Program Chair, Jr. Program Chair, (2) At-Large appointee's selected by the SCAF President and approved by the SCAF BOD.
- b. Responsibility
 - 1. Appoint control group of Observers
 - 2. Supervise activity of the Observers
 - 3. Collect Championship Pool of officials for HS based on consultation with the SCAF Board of Directors
 - 4. Identify Graded Games (evaluation tournaments) for each level of play.
 - 5. Each member to act as a mentor to all officials at all times.
- c. Policy
 - 1. A SCAF Rating Committee is responsible to administer the ranking and rating of referees for High School, College and USWP for CIF-SS, SCIAC, Southern California Community Colleges and Southern Pacific Zone VII, subject to approval of the SCAF Board of Directors.
 - 2. Rating guides assignors: referees of like classification should be assigned alike to quality and quantity of games for a given season.
 - 3. Coach and Referee surveys determine rating (and game assignments) for the regular season. Graded Games rankings determine championships assignments.
- d. Process
 - 1. Rating for Season Assignment
 - a. Facilitate each area to perform a post season rating of their officials by coaches and officials.
 - 2. Ranking for Advancement Assignment
 - a. SCAF designates Graded Games for each level of advancement.
 - b. In consultation with Area Chapters, SCAF Board identifies a Advancement Pool for each level of play
 - c. Assignors receive Rating List and Advancement Pool list for

that level of play

d. Identify separate control group Observers

e. Hires controls group Observers (evaluators) by level of play: daily stipend, paid on completion of written grading sheets. Observers may NOT work in the Advancement Pool for which they evaluate.

f. SCAF Rating Committee nominates referees to each championship, based on tabulation of Grading Sheets and their final judgment on pairings and scheduling

I. SCAF Board of Directors

The SCAF–Water Polo Board of Directors meets at least 6 times during the year. All of the meetings are open and all members of SCAF–Water Polo are encouraged to attend. Contact any member of the Board of Directors or your Area President for further information.

J. Remediation

1. Any official may be required to attend remediation sessions in order to continue officiating during the current or immediate next season. Only the SCAF Board of Directors may sanction a member, but any person, making a written complaint on the performance or behavior of any member official may initiate remediation. Any complaint made for technical competence must be referred to the SCAF Training Committee. It will then be the responsibility of the official in question and the SCAF Instructional Chair or her/his designee to establish a series of remedial steps that must be successfully completed prior to assigning the official in question to future seasons. The review session may consist of:

- a. A review of the playing rules and their interpretations.
- b. A passage of a written rules test at the appropriate standard.
- c. A written evaluation of a scrimmage to be conducted by the SCAF Instructional Chair or her/his designee
- d. A written evaluation of an actual game observed by the SCAF Instructional Chair or her/his designee.

1. Must be formally observed and recorded upon the completion of the review sessions.
2. The SCAF Instructional Chair or her/his designee will submit a written report and evaluation of the official in question to the SCAF Board of Directors that shall review the reports and make a decision regarding the given situation.
3. The "official in question" may appeal the board's decision in writing within a period of ten (10) calendar days of the board's decision. The "official in question" must arrange to repeat the remediation process but with at least the SCAF Instructional Chair or her/his designee plus two members of the Training Committee present at both the practical session and the official game.

2. Sanctions may take one or more of the following forms:

- a. Assignment of games at a lower level of competition;
- b. Suspension for the remainder of the season;
- c. Suspension from the next season of contests;
- d. Removal from the water polo association's list of qualified officials.
- e. Sanctions against any given official may not be for more than one calendar year.

3. If the complaints are of a more serious nature or a violation of the Code of Ethics, the official may be suspended immediately from all of his/her assignments until the member's Area Chapter and/or the SCAF Board of Directors can conduct a hearing. .

4. Training Committee

a. Selection: by the SCAF Instructional Chair subject to approval of the Board of Directors.

b. Training Committee Composition

1. SCAF Instructional Chair.
2. Six (6) elected/appointed Area Training Coordinators, each from a different area.
3. The Area Instructional Chair will assist the Training Committee in its duties
4. TERM - 1 year

c. Duties

1. Review the training materials distributed to all members
2. Prepare a syllabus for the Area Meetings
3. Supervise the training clinics including recommendation of locations and dates, Instructors, Demonstrators, etc.
4. Receive complaints about officials.
5. The Instructional Chair shall report at each Board of Directors' Meetings about the Committee's actions.
6. Work on other projects as directed by the President or Board of Directors.