

**CODE OF BY-LAWS
OF THE
TRIANGLE BASKETBALL OFFICIALS ASSOCIATION**

**ARTICLE I
NAME OFFICE**

Section 1 Name

The name of the Association is the Triangle Basketball Officials Association (herein referred to as the "Association").

Section 2 Principal Office

The principal office of the Association shall be located at the residence address of the Regional Supervisor of Officials of the Association.

Section 3 Mailing Address

The mailing address of the Association shall be the address of the Principal Office.

**ARTICLE II
MEMBERSHIP**

Section 1 Classification

There shall be only one type of membership in the Association, and all members shall possess the same privileges and responsibilities.

Section 2 Qualification

Subject to the requirements of this Article, any person who is registered with the Triangle Basketball Officials Association, is registered and in good standing with the North Carolina High School Athletic Association, and who agrees to abide by the Constitution, By-Laws, and other rules, procedures, and regulations of the Association shall be eligible for membership.

Persons desiring membership who have no previous officiating experience shall be accepted for the first two years as Provisional Members. A Provisional Member must have reached his or her eighteenth (18) birthday prior to August for the season he or she wishes to work or have graduated from high school. Participation in a training program which shall include attendance at clinic sessions, Annual Association Meetings and the officiating of Junior Varsity and/or Middle School games shall be a prerequisite to becoming a Regular Member. Admittance as a Regular Member of the Association will be determined by the Regional Supervisor of Officials of the Association.

Persons requesting membership after moving into this Association's area must provide the Regional Supervisor of Officials and/or the Review Committee with credentials as to their qualification. The Review Committee and/or the Regional Supervisor of Officials have sole authority as to acceptance or rejection.

Hardship cases pertaining to qualification can be brought to the Board of Directors in person or through the Regional Supervisor of Officials.

The Regional Supervisor of Officials has the authority to send out the roster of the Triangle Basketball Officials Association to those institutions requesting it, providing the Supervisor deems it appropriate to do so.

Section 3 Investigation, Termination, Suspension or Probation

If the Regional Supervisor of Officials believes that a situation has arisen that could potentially lead to disciplinary action against a member of the Association, and wishes to investigate into such situation, the Supervisor may require the affected official, and any officials who are witnesses or otherwise have relevant information, to provide the Supervisor written statements about the matter by email or US mail within 48 hours, or within a different time deadline established by the Regional Supervisor of Officials.

The Regional Supervisor of Officials or the Review Committee by a three-fourths majority vote of a quorum of at least six members, may terminate, suspend for a certain period of time or certain number of games, or place on probation, any member for:

- delinquency in dues or fees;
- unethical or immoral conduct;
- conduct unbecoming of an official;
- failure to provide schools with an adequate caliber of officiating service;
- conviction of a felony or of any misdemeanor involving moral turpitude (such as crimes of sexual misconduct, deceit or fraud);
- refusal to work any game assigned;
- any willful violation of these By-Laws or any rule or regulation adopted by the Association; or
- any other reason as is determined by the Regional Supervisor of Officials, the Review Committee or the Board of Directors to be in the best interests of the Association or necessary to maintain the integrity and competence of the Association or its members.
- Posting commentary about any game (past, present, or in the future), its participants, fans, or the school, on any social media platform.

The Supervisor shall consult with at least two members of the Review Committee before initiating either a termination or a suspension as described above; similarly, the Review Committee, through its Chair, must consult with the Supervisor before initiating either a termination or a suspension as described above.

Any member whose membership has been terminated, suspended or placed on probation, shall be notified immediately and no later than (3) days, of the reasons for such action and of the member's appeal rights, if any, under these rules, by email and written letter sent to the addresses on file with the Association. Any member whose membership has been suspended or terminated may appeal to the Grievance Committee, and, in certain circumstances, the Board of Directors as a whole, as described in Article VII, Section 4 — Grievance Process, Grievance Committee, Appeals to the Board of Directors.

Section 4 Independent Contractors / Release from Liability

Members of the Association shall officiate all games assigned by this Association as an independent contractor and shall not enter into any employee status or be deemed an employee of any school system, this Association or administrative entity for any game assigned by this Association. Members of the Association agree to hold and shall hold this Association, and all officers, board members or committee members of this Association, harmless and free from any liability for injury or damage claimed to have been sustained as a result of any actions of the Association or the Association's officers, board members or committee members, including, but not limited to, any injury, damage or loss of money claimed to have been sustained due to any game assigned, the failure of the Association to assign games, or the member's termination, suspension or placement on probation. It is understood and agreed that this registration is for one basketball season only (from date of application acceptance by the Supervisor to the date of the NCHSAA State Championship games). Further, it is understood that registration does not carry any obligation on the part of the Triangle Basketball Officials Association or the Regional Supervisor of Officials for a specific number or type of assignments. Any assignment which is received is subject to cancellation by the Regional Supervisor of Officials if the Regional Supervisor of Officials such cancellation to be in the best interest of the official or the Triangle Basketball Officials Association.

Any assignment returned to the Regional Supervisor of Officials after assignments have been mailed out or emailed is subject to a \$25.00 cancellation fee, payable within three (3) days of the returned assignment. Failure to pay said fee is subject to further penalty, which could include suspension.

Section 5 Assignability

The membership of this Association shall be non-assignable and non-transferable.

ARTICLE III

MEMBERSHIP MEETINGS

Section 1 Place of Meetings

The Meetings of the Association shall be held at a place selected by the Regional Supervisor of Officials, subject to approval by the Board of Directors.

Section 2 Annual Meetings

The annual meeting of the membership for the election of members of the Board of Directors and the transaction of such other business as may come before the membership shall be held at a time specified by the Supervisor. It shall be a condition, however, that this meeting be held prior to the first regular season game.

Section 3 Special Meetings

Special meetings of the Association may be called by the Regional Supervisor of Officials.

Section 4 Notice of Meetings -- Waiver

Written or printed notice, stating the place, date, day, and hour of the meeting, and, in the case of a special meeting, the purpose for which the meeting is called, should be delivered not less than ten (10) or more than sixty (60) days before the date of the meeting, either personally, by email or by mail,

signed by the Supervisor. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail addressed to the member at the member's address as it appears on the books of the Association, with postage thereon prepaid. Waiver by a member in writing of such notice of a membership meeting, signed by the member whether before or after such meeting, shall be equivalent to the giving of such notice.

Section 5 Voting

To be eligible to vote, each member must be registered and in good standing with the Triangle Basketball Officials Association and be fully paid up in his or her dues to the Association. Each such regular member shall be entitled to cast one vote for each member to be elected to the Board of Directors. Each member must be present at the meeting to cast a vote if done at the yearly TBOA meeting. Nominations and voting for all committees may be done electronically prior to or after the yearly Association meeting, at the direction of the Regional Supervisor. Each election will provide the opportunity for at least three nominations for each office before the nominations are allowed to close. The Regional Supervisor of Officials or the Regional Supervisor of Officials designee reserves the right to ask for a motion to close the nominations in the event that three nominations have not been made.

ARTICLE IV

BOARD OF DIRECTORS

Section 1 Number and Qualifications

The number of the Board of Directors shall be at least eight (8). The Association membership shall elect four (4) officials to the Board of Directors. A chairperson of the Board shall be appointed by the Regional Supervisor of Officials. In addition to the appointed and elected members, the Review Committee chairperson, the Grievance Committee chairperson, and an attorney appointed by the Supervisor may serve on the Board of Directors as Ex-officio members.

Section 2 Terms of Office

Officials elected to the Board of Directors shall be elected as follows:

Four (4) officials shall be elected for three-year terms and at least one (1) official will rotate off the Board each year. Beginning with each official elected in the year of 2011 and thereafter, each official may serve only two (2) consecutive three (3) year terms. After sitting out for one term they are eligible to run again. Each election shall provide the opportunity for at least three nominations when possible before the nominations are closed. The Regional Supervisor of Officials or the Regional Supervisor of Official's designee reserves the right to close the nominations in the event that three nominations have not been made and are not possible. An official must have at least five years in the Triangle Basketball Officials Association in order to be elected to the Board of Directors. The remaining Board members shall be appointed by the Regional Supervisor of Officials and shall serve at the pleasure of the Regional Supervisor of Officials.

Section 3 Vacancies

A vacancy created by an official on the Board of Directors may not be filled except by an election at an annual meeting of the membership for that purpose. The member elected to fill the vacancy shall serve out the unexpired term of the member causing the vacancy. The Supervisor shall fill all other vacancies.

Section 4 Removal

Elected members of the Board of Directors may be removed from office for any cause deemed by the membership to be in the best interest of the Association, by a majority vote of the membership at any regular or special meetings of the membership. If any member is so removed, a new member may be elected at the meeting to fill the unexpired term of the removed member. No elected member shall be subject to be removed from office at a membership meeting unless such member has first received five (5) days written notice of the meeting which notice states that among other matters to be considered is the subject of his or her removal from office. Appointed members may be removed from office for any cause deemed by the Board of Directors and the Regional Supervisor of Officials to be in the best interest of the Association.

Section 5 Compensation

The Board of Directors shall not receive compensation for their services.

Section 6 Duties

It shall be the duty and responsibility of the Board of Directors to adopt such rules and regulations as it deems to be in the best interest of the Association in carrying out the purposes and objectives of the Association set forth in the Constitution.

ARTICLE V

BOARD OF DIRECTORS MEETINGS

Section 1 Regular Annual Meeting

The Board of Directors shall meet annually at a time specified by the Regional Supervisor of Officials.

Section 2 Special Meetings

Special meetings can be called by the Regional Supervisor of Officials or the Board Chair with approval of the North Carolina High School Athletic Association Office.

Section 3 Notice of Meetings

It shall be the duty of the Regional Supervisor of Officials to notify all members of the Board of Directors at least two days before a meeting.

Section 4 Quorum

Five (5) members of the Board of Directors plus the Regional Supervisor of Officials shall constitute a quorum for transacting business.

Section 5 Voting

Except as otherwise provided in these By-Laws, the act of the majority of the members present at a meeting at which a quorum is present shall be the act of the Board of Directors.

Section 6 Informal Action

Action taken by a majority of the members without a meeting is, nevertheless, Board of Directors action. This action can be taken by the Regional Supervisor of Officials when conditions warrant.

ARTICLE VI

OFFICERS

Section 1 Regional-Supervisor of Officials

The Regional Supervisor of Officials (also referred to as "Supervisor") shall be the principal officer of the Association. The Regional Supervisor of Officials shall supervise all officials and delegate this authority whenever the Supervisor deems it necessary. The Regional Supervisor of Officials shall keep accurate records of all officials of the Association and shall make all game assignments. The Regional Supervisor of Officials shall preside at all Association meetings and Board of Directors meetings.

Section 2 Appointment of Regional Supervisor of Officials

In the event the office of Regional Supervisor of Officials is vacated, the Procedure for Selection of Regional Supervisor of Officials is established by the North Carolina High School Athletic shall be followed to replace the vacated position.

ARTICLE VII

COMMITTEES AND GRIEVANCE PROCESS

Section 1 Election of Committee Members

Each election shall provide the opportunity for a least three nominations before the nominations are allowed to close. The Regional Supervisor of Officials or the Regional Supervisor of Officials designee reserves the right to close the nominations in the event that three nominations have not been made. An official may not serve on more than one committee at any one time. Beginning with each official elected in the year of 2011 and thereafter, each official may serve only two (2) consecutive three (3) year terms. After sitting out for one term they are eligible to run again. The committees are Review, Grievance, and the Board of Directors. The officials elected to the various committees (Review, Grievance, and the Board of Directors) shall be done so by secret ballot. As noted in Article III, Membership Meetings Section 5, nominations and voting may be done electronically prior to or just after the yearly TBOA meeting, as directed by the Regional Supervisor.

Section 2 Review Committee

The Review Committee shall be elected by the body of officials at its annual meeting. Each of the three (3) elected members shall serve a three-year term. Beginning with each official elected in the year of 2011 and thereafter, each official may serve only two (2) consecutive three (3) year terms. After sitting out for one term they are eligible to run again. A Review Committee chairperson shall be appointed by the Regional Supervisor of Officials. The rest of the Review Committee shall consist of the Clinic Leaders and assistant Clinic Leaders, each of which is appointed by the Regional Supervisor of Officials and serve at the Supervisor's discretion. Other duties of the Review Committee shall be to assist the Regional Supervisor of Officials in any way that the Supervisor deems necessary. In order to be elected to this committee, an official must be a member of the Triangle Officials Association for at least five (5) years. Prior to the beginning of each season, the Review Committee and the Regional Supervisor of Officials will meet to review, evaluate and discuss the officials on the previous year's roster and any former officials who desire readmission as active members of the Triangle Basketball Officials Association. A former official is one who has been inactive for one or more seasons. Acceptance of prospective new members and members who wish to transfer to the

Triangle Basketball Officials Association from other areas will be left to the discretion of the Regional Supervisor of Officials according to the Supervisor's need for officials. However, the Regional Supervisor of Officials may enlist the help of the Review Committee and other officials to screen prospective applicants. The Regional Supervisor of Officials may at any time during the season call a meeting of the Review Committee if the Supervisor feels it necessary to evaluate an official whose ability has become suspect. Also, members of the Review Committee are expected to evaluate officials at the request of the Regional Supervisor of Officials throughout the season. The Review Committee may terminate, suspend for certain period of time or certain number of games, or place on probation, any member for the reasons described above in Article II, Section 3. Any member so disciplined may initiate a grievance pursuant to the procedure set out in Article VII, Section 4 below.

Section 3 Grievance Committee

The Grievance Committee shall consist of three (3) officials elected by the body of officials for a three (3) year term. Beginning with each official elected in the year of 2011 and thereafter, each official may serve only two (2) consecutive three (3) year terms. After sitting out for one term they are eligible to run again. A chairperson shall be appointed by the Regional Supervisor of Officials. In order to be elected to this committee, the official shall have been a member of the Triangle Officials Association for at least five (5) years. The Grievance Committee shall hear grievances only after such grievances have first been presented to the Regional Supervisor of Officials as provided for in these By-Laws.

Section 4 Grievance Process, Grievance Committee, Appeals to the Board of Directors

Any basketball official registered with the Triangle Basketball Officials Association and the NCHSAA may file a grievance. Grievances may be based upon, but are not limited to, the following circumstances:

1. Being assigned to one school much too often;
2. Being assigned to officiate games where there has been a prior conflict; or
3. Being terminated, suspended or placed on probation.

A basketball official wishing to initiate a grievance with the Grievance Committee shall first discuss the problem(s) with the Regional Supervisor of Officials and present Regional Supervisor of Officials with a written description of the problem(s) via email or US mail. The Regional Supervisor of Officials is strongly encouraged to have a third party of the Supervisor's choosing present on any phone conversations or during any face-to-face conversations with the grievant regarding the grievance. If, after having discussed the problem(s) with the Regional Supervisor of Officials and having presented the Supervisor with a written description of the problem(s), the Association member feels that he/she has been treated unjustly, such member may initiate a grievance with the Grievance Committee. Any Association member who is the subject of the

Association (NCHSAA), located in Chapel Hill, NC, according to the procedures established by the NCHSAA.

ARTICLE VIII

DUES FISCAL YEAR

Section 1 Annual Dues

Each member shall pay annual dues in the amount that is set forth by the Board of Directors each year.

Section 2 Delinquent Dues

The failure by any member to pay the annual dues by the date set by the Board of Directors shall be grounds for suspension or forfeiture of his or her membership by the Board of Directors.

Section 3 Fiscal Year

The fiscal year of the Association shall be from January 1st to December 31st.

ARTICLE IX

CODE OF ETHICS

Members of the Association shall conduct themselves at all times in a professional, honest and intelligent manner and shall abide by the following specific code of ethics:

1. The official shall use his or her best effort in learning all rules of the game and shall administer said rules firmly, conscientiously, courteously, and impartially.
2. The official shall honor all game assignments and be punctual in his or her arrival at game sites.
3. The official shall be properly attired in a neat, clean and correct uniform and shall have no facial hair other than a trimmed mustache.
4. The official shall learn and practice correct officiating mechanics.
5. The official shall cooperate with and assist fellow officials working in the same game.
6. The official shall keep him/herself in the best physical condition and strive for a good mental attitude.
7. The official shall maintain a professional relationship and make no further contact with the coaches, players or fans than is necessary to carry out his or her officiating duties.

8. The official shall refrain at all times from using profanity in the presence of any fellow official, player, coach or fan.
9. The official shall not partake of alcoholic beverages the day of an assignment.
10. The official shall not smoke or use tobacco products on school grounds.
11. The official shall never criticize a fellow official for any act of omission or commission unless such criticism or judgment is requested by the Regional Supervisor of Officials and in the event of such request, the criticism shall be directed to such persons making the request.
12. The official shall refer all press, radio and television inquiries to the Regional Supervisor of Officials.
13. The official shall be loyal to the Association.
14. The official shall never discuss fees or game assignments with schools.
15. Officials should never discuss their assignments, games (upcoming or played), the association, other officials, coaches, players, fans, or schools on any social media platform.
16. An official who is found guilty of conduct inconsistent with a wholesome athletic environment, which includes the use of profanity and the threatening or verbally abusing of fans, players, school officials, or fellow TBOA members, may be reprimanded, placed on probation, suspended or terminated in accordance with these By-Laws.
17. The official understands that registration with the Triangle Basketball Officials Association does not obligate the association or the Regional Supervisor of Officials to assign the officials a particular number or type of games, nor a particular designation as referee or umpire.

Failure to abide by this Code of Ethics may subject an official to disciplinary action, up to removal from the Triangle Officials Association Approved roster.

Adopted by the Board of Directors at its annual meeting held at Rogers Restaurant, Cary, N.C., this 25th day of October, 1971.

Revised: September 4, 1985

Revised: August 21, 1989

Revised: April 10, 1994

Revised: February 17, 1997

Revised: March 31, 2004

Revised: August 11, 2008

Revised: March 31, 2011

Revised: August 17, 2013

Revised September 28, 2025

ARTICLE X

OFFICIALS' RULES AND POLICIES

1. The referee is responsible for contacting umpires regarding travel arrangements and Game Assignments. The referee shall be specific when making travel arrangements - indicating the time, day, date, meeting place, vehicles involved, etc. This is important, so please comply. Umpires, if the referee fails to contact you within 24 hours of the game, please contact the referee regarding assignment.
2. Officials are expected to be on time for ALL games and clinics. They shall be at the game site 45 minutes prior to the scheduled game time. They are reminded that it is their responsibility to be dressed in the appropriate uniform and on the court at least 15 minutes prior to game time. Tardiness to games is subject to probation. Once placed on probation, subsequent tardiness may result in suspension.
3. No-shows for Game Assignments are a very serious matter. The first No-show without just cause will result in an immediate two (2) game suspension (losing the next two (2) games that were assigned) imposed by the Regional Supervisor of Officials. A second No Show without just cause will result in immediate dismissal from the Association and forfeiture of all remaining assigned games.
4. Notify the Regional Supervisor of Officials in writing or on ArbiterSports of all close out dates as soon as they are known.
5. Do not, under any circumstances, discuss fees with schools. If you are not paid or pay arrangements have not been made, please notify the Regional Supervisor of Officials within three days.
6. Every official is expected to work at least three (3) high school scrimmages and attend six (6) local rules clinics prior to the start of the season).
7. Please work to stay in shape and trim off unnecessary pounds. One of the biggest concerns continues to be overweight officials.
8. Officials should not make any statements to ANYONE criticizing the game. Comments or questions on calls made during the game should be made to fellow game officials or the Regional Supervisor of Officials.
9. Pre-game conference conducted by the referee is mandatory. There are too many situations that can occur during a game that could be avoided by a pre-game conference.

10. On possible snow or bad weather cancellations, please contact the school(s) (information listed in DragonFly or ArbiterSports) involved to find out if the game is to be played. Contact other officials if the game is not to be played. Inform the Regional Supervisor of Officials when known.
11. Officials should report any unusual occurrences in a contest (teams leaving bench area, fights, etc.) to the Regional Supervisor of Officials within 24 hours of the occurrence. In the event that an ejection occurs, the official that does the ejection should fill out the appropriate form from the NCHSAA describing the incident as concisely as possible. Send or fax the original filled out form to the NCHSAA, with a copy to the Regional Supervisor of Officials and to the A.D. of the respective school involved, within 24 hours of the ejection. If the ejection takes place on a Friday or over the weekend, the official who does the ejection shall fill out and submit the appropriate paperwork as described in this paragraph by the following Monday. If such Monday is a holiday, then these tasks shall be completed by the following day. If necessary, inform the coach of the respective school at the time of the ejection.
12. If a fan or fans become too obnoxious or get out of hand during a game, ask a school administrator to take care of the situation. DO NOT attempt to take care of it yourself.
13. DO NOT, under any circumstances, carry family and friends into the game without paying for them.
14. Please check over your games assignments immediately upon receiving them to make sure there are no assignment date duplications or errors. In the event of a phone called assignment from the Regional Supervisor of Officials or another official, please check your calendar immediately. If there is any conflict (another game, closed out date, etc.) contact the Supervisor right away.
15. The Board of Directors, in setting fees for basketball games assignments, again approved a flat fee for most conferences covered by the Association. When officials travel together to a game, the "riding" official(s) should pay the "driving" official. The Board continues to approve that the Regional Supervisor of Officials may suspend anyone that violates this policy.
16. Under no circumstances is any official to contact the NCHSAA Supervisor or any other NCHSAA administrator at their home residence. In addition, any contact with the NCHSAA at the Chapel Hill Office should be approved by the Regional Supervisor of Officials in advance. Disregard of the above is subject to disciplinary action.
17. Referee should make sure that the game officials names have been written in the appropriate scorebooks.
18. Officials are to leave the court as quickly as possible upon completion of the game. This Association requires that officials and coaches not contact each other at half-time or following any contest except in emergency situations.
19. Officials should conduct themselves at all times in a manner that will reflect honor upon this profession and this Association. Treat players, coaches, and bench personnel in a courteous manner and expect the same treatment in return.
20. In the event, for whatever reason, that only two officials show up for a game that was scheduled for a three-person crew, DO NOT call any other officials to come to the game unless

directed to by the Regional Supervisor of Officials. If it is not possible to reach the Regional Supervisor of Officials, work the game with a two-person crew. Contact the Regional Supervisor of Officials as soon as feasible to inform him as to what happened.

21. Beltless pants are the only officiating pants to be used for officiated games assigned by the Triangle Basketball Officials Association.

22. Officials shall not discuss or make any commentary about any past, present or future games or game assignments as well as any schools, its players and coaches, fans, or other officials in the Association on any social media platform.

Revised: March 31, 1998

Revised: April 14, 2004

Revised: August 13, 2007

Revised: August 11, 2008

Revised: August 22, 2011

Revised: August 17, 2013

Revised: September 28, 2025