CODE OF BY-LAWS
TRIANGLE BASKETBALL OFFICIALS' ASSOCIATION

ARTICLE I

NAME / OFFICE / GOVERNANCE / PURPOSE

Section 1 Name
The name of the Association is the Triangle Basketball Officials Association (herein referred to as the "Association" or "TBOA").

Section 2 Principal Office
The principal office shall be established by the Board of Directors.

Section 3 Mailing Address
The mailing address of the Association shall be the address of the Principal Office.

Section 4 Independent Governance
The Triangle Basketball Officials Association ("TBOA") is an independent, self-governed membership association of basketball officials.

The TBOA is not owned, governed, managed, or controlled by the North Carolina High School Athletic Association (NCHSAA), any conference, school system, or other outside organization.

The TBOA shall determine its own governance structure, membership requirements, policies, procedures, and leadership through its Constitution, By-Laws, Board of Directors, and voting membership.

The Association may enter into contracts, agreements, memoranda of understanding, or service arrangements with the NCHSAA, schools, conferences, leagues, tournaments, or other entities for officiating services.

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 and who agrees to abide by the Constitution, By-Laws, policies, procedures, and regulations of the Association shall be eligible for membership.

The Board of Directors may require registration, certification, licensing, background screening, or compliance with requirements established by any organization with which the Association contracts for officiating services.

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 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, fellow official, 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 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 or 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, published on any assignment platform used by the Association, 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 Regional Supervisor of Officials shall establish the date and location of meetings, subject to the approval of 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 shall be held at a place selected by the Regional Supervisor of Officials, subject to approval by the Board of Directors.

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 and any Committee. 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 total number of the Board of Directors shall be ten (10). The Association membership shall elect four (4) officials to the Board of Directors. A chairperson of the Board, along with the Board Secretary and Treasurer shall be appointed by the Regional Supervisor of Officials. In addition to the appointed and elected members, the newly elected members to the Review and Grievance Committees shall serve as a voting member on the Board of Directors for a one (1) year term.

The remaining three (3) members of the Board are at-large positions controlled by the Regional Supervisor.

The Regional Supervisor is a voting member of the Board of Directors.

Section 2 Terms of Office

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

Four (4) officials shall be elected for four-year terms and at least one (1) official will rotate off the Board each year. After sitting out for one year, any official leaving the Board of Directors is eligible to run again.

Each election shall provide the opportunity for a 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 if three nominations have not been made and are not possible.

An official must have at least five years in the Triangle Basketball Officials Association 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 of the Regional Supervisor or a Board Member

Any elected or appointed Director or the Regional Supervisor of Officials may be removed before the expiration of his or her term by an affirmative vote of two-thirds (2/3) of the entire Board of Directors.

Grounds for removal may include, but shall not be limited to:

1. Violation of the Constitution, By-Laws, Code of Ethics, or policies of the Association.
2. Conduct detrimental to the reputation, mission, or best interests of the Association.
3. Failure to fulfill the duties and responsibilities of the position.

4. Repeated absence from Board meetings or Association meetings without reasonable cause.
5. Misuse of Association funds, property, records, or confidential information.
6. Harassment, discrimination, retaliation, intimidation, or other inappropriate conduct toward members, schools, coaches, players, spectators, or fellow officials.
7. Conflict of interest that materially impairs the individual's ability to serve the Association.
8. Criminal conduct involving dishonesty, fraud, violence, or moral turpitude.
9. Actions that materially interfere with the effective operation or governance of the Association.
10. Abuse of authority or failure to administer Association programs fairly and impartially.
11. Failure to comply with contractual obligations approved by the Board.
12. Actions that substantially impair the association's relationships or good image with members, schools, conference, fellow officials, or governing bodies.
13. Any other conduct determined by the Board to be inconsistent with the purposes and objectives of the Association.

Section 5 - Removal Petition Process

Step 1: Removal Petition Filed:

Removal proceedings against a Director, Board Officer, or Regional Supervisor may be initiated by: (a) any three (3) Directors acting jointly; or (b) a written petition signed by at least twenty percent (20%) of the members in good standing.

Any removal petition shall be submitted in writing and shall state the specific grounds for removal and the facts supporting those grounds.

Step 2: Written Petition Required:

Require the petition to contain:

1. The name and position of the individual whose removal is sought.
2. The specific grounds for removal.
3. A brief statement of facts supporting the request.
4. Any supporting documentation, if applicable.
5. The signatures of the initiating parties.

Step 3: Preliminary Review:

Within fourteen (14) days of receipt of a removal petition, the Board Chair along with the two most tenured (by years) Board members shall determine whether the petition alleges conduct that, if true, would constitute grounds for removal under these By-Laws. If the Chair or two most tenured Board members are the subject of the removal petition, the next most tenured uninvolved Directors shall determine the review. Petitions failing to state sufficient grounds shall be dismissed.

Step 4: Notice to the Subject:

The individual shall receive written notice within fourteen days of:

- The allegations.
- Supporting facts.
- Date of the hearing.
- Right to submit a written response.
- Right to address the Board before the vote.

Step 5: Hearing:

The Board shall hear presentations from the petitioners and the individual whose removal is sought within 14 days of delivery of the petition. The Board may ask questions and review relevant evidence.

Step 6: Vote:

Removal shall require the affirmative vote of two-thirds (2/3) of all Directors then in office.
The vote may be conducted at a meeting or by secure electronic ballot distributed to all Directors with a cut-off date determined at the hearing. The person in question shall not have a vote.

Failure to cast a vote by the stated deadline shall constitute an abstention and shall not reduce the number of affirmative votes required for approval.

If the Board fails to act on a properly submitted removal petition within sixty (60) days, the matter may be referred to the membership for a vote.

Bad Faith Petition

Repeated filing of frivolous or knowingly false removal petitions may constitute conduct detrimental to the Association and may be subject to disciplinary action.

Section 6 Compensation

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

Section 7 Duties

It shall be the duty and responsibility of the Board of Directors to adopt and amend such rules, regulations, and by-laws 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 By-Laws.

The Board of Directors shall be the governing body of the Association and shall exercise all powers not specifically reserved to the membership.

The Regional Supervisor shall serve under the authority and direction of the Board of Directors.

The Board of Directors will be comprised of ten (10) people, all of whom have voting privileges:

1. Four elected positions as decided by the membership. Each position to serve a four-year term.

2. The current Regional Supervisor appoints three (3) at-large positions.

3. The most recently elected member of the Review Committee.
4. The most recently elected member of the Grievance Committee.
5. The Regional Supervisor.

Further, the Board has three positions:

1. The Chairperson, as appointed by the current Regional Supervisor.
2. A secretary, as appointed by the current Regional Supervisor.
3. A treasurer, as appointed by the current Regional Supervisor.

The Board has sole authority to govern the Association. The Regional Supervisor manages the Association.

Section 8 The Leadership Structure

Membership Elects

- Four elected Directors
- Review Committee
- Grievance Committee

The Current Regional Supervisor Appoints:

- Secretary from the current Board
- Treasurer from the current Board
- Board Chairperson from the current Board
- Three (3) at-large positions to the Board of Directors

Board Appoints

- Regional Supervisor
- Assistant Supervisors

Board Has Authority To

- Hire/remove the Regional Supervisor
- Approve contracts

- Negotiate with the NCHSAA or any outside entity
- Set dues
- Approve budgets
- Establish strategic direction

Regional Supervisor Has Authority To

- Assign games
- Evaluate officials
- Recruit officials
- Administer contracts
- Carry out Board policy
- Appoint three (3) at-large members to the Board of Directors

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 and Board Chair.

Section 2 Special Meetings
Special meetings may be called by the Board Chair, the Regional Supervisor, or by a majority vote of the Board of Directors.

Section 3 Notice of Meetings
It shall be the duty of the Regional Supervisor of Officials or the Board Chair to notify all members of the Board of Directors at least two days before a meeting.

Section 4 Quorum
Six (6) members of the current Board of Directors 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 exists shall be the act of the Board of Directors.

ARTICLE VI
OFFICERS

Section 1 Regional-Supervisor of Officials

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.

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 as follows:

The Regional Supervisor of Officials shall be selected by the Board of Directors.

Upon a vacancy, or at the expiration of a term established by Board policy, the Board shall conduct a search and selection process and appoint by majority vote the most qualified candidate.

The Regional Supervisor shall serve at the pleasure of the Board of Directors and may be removed by a two-thirds vote of the entire Board as specified in Article IV, Section 5.

The Regional Supervisor shall serve a four-year term, renewable by Board vote.

The Board may establish qualifications, evaluation procedures, employment terms, contract provisions, and succession plans for the Regional Supervisor position.

The Board of Directors shall establish policies governing qualifications, evaluation, compensation, contract terms, and succession planning for the Regional Supervisor position.

Section 3 External Relationships and Representation

The Board of Directors shall represent the membership in all matters involving contracts, agreements, service arrangements, compensation structures, officiating policies, administrative procedures, and other matters affecting members.

The Board may appoint the Regional Supervisor or other representatives to negotiate on behalf of the Association.

The Regional Supervisor of the TBOA shall have no authority to enter into any contract or other binding agreements with the NCHSAA or any other outside entity on behalf of himself, the association, or any of its members.

No outside organization shall have authority over the governance, elections, leadership selection, internal policies, membership decisions, or disciplinary procedures of the Association unless specifically approved by the Board of Directors pursuant to these By-Laws.

Section 4 Board Officers

The Board of Directors shall have, as officers, a Chair, Secretary, and Treasurer. All are appointed by the Regional Supervisor and serve at his/her pleasure. All must be members of the current Board.

Officers voted in shall serve four-year terms.

Section 5 Duties of the Board Chair

The TBOA Board Chairperson shall be the principal officer of the Association and preside at meetings of the Board of Directors and the membership, appoint committees as authorized by the Board, and perform other such duties as may be assigned by the Board of Directors.

The Chair shall not possess authority over game assignments, officiating evaluations, or operational matters except as authorized by the Board.

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 if three nominations have not been made. An official may not serve on more than one committee at any one time.

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.

Committee chairs shall be the most recently elected member of that Committee and will serve one-year as a voting member of the Board of Directors.

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. After sitting out for one term they are eligible to run again. The Review Committee shall also consist of the Clinic Leaders and assistant Clinic Leaders, each of whom 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.

To be elected to any 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 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. After sitting out for one term they are eligible to run again. 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.

ARTICLE VIII

DUES/FISCAL YEAR

Section 1 Annual Dues
Each member shall pay annual dues in the amount as 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 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 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.

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 schedule 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. A 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. If 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. The 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 always conduct themselves 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.

ARTICLE XI

NOTICE OF PROTECTIVE GOVERNANCE

Section 1 Protected Governance Provisions/Entrenchment Provision

1. The Association is independent and self-governed.

2. The membership elects the Board.

3. The Board selects and oversees the Regional Supervisor.

4. Only the Board may negotiate and enter into service agreements on behalf of the Association.

Section 2 Contracts and Service Agreements

The Association may contract directly with schools, conferences, leagues, athletic associations, governing bodies, or other organizations for the provision of officiating services.

The Board of Directors shall have authority to negotiate, approve, renew, modify, or terminate such agreements.

The Regional Supervisor may administer such agreements as directed by the Board.

Nothing in these By-Laws shall be construed to grant any outside organization authority over the internal governance of the Association.

- END OF BY-LAWS -