Bylaws
Sac-Joaquin Aquatics Federation
Water Polo Referee’s Association

Article I. Name: The Association shall be known as the Sac-Joaquin Aquatics Federation (SJAF), an association for water polo officials.

Article II. Statement of Purpose: SJAF’s purpose is to provide trained certified water polo officials to serve all California Interscholastic Association (CIF) schools located in the Sac-Joaquin Section and other schools when appropriate as needed. SJAF will also provide officials for USA water polo, community college and NCAA college officiating as appropriate and as needed.

Association Objectives are:

1. To maintain a high level of standards for officiating water polo;
2. To provide a means for the correct interpretation of the rules;
3. To secure close cooperation and understanding between inter-school athletic officers and water polo officials;
4. To promote good fellowship among SJAF members and the water polo community;
5. To foster a high standard of ethics;
6. To encourage and assist in recruiting and development of new officials;
7. To encourage and assist in a proper spirit of sportsmanship and fair play;
8. To certify water polo officials for assignments to CIF schools, USA water polo, community colleges and NCAA college assignments; and
9. To maintain a proper system of training, evaluation and certification for all association members.

Article III: Membership

There shall be no form of discrimination with respect to membership in the SJAF.

Active members are: (i) Officials who have paid the current SJAF dues; (ii) Officials who have passed the current examination with a satisfactory mark; and (iii) Officials who have demonstrated satisfactory ability and are rated by the classification committee.
Certification of Officials:

A. An official will be certified to officiate assigned games only upon the completion of the following criteria:

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<th>1 Yr.</th>
<th>2 Yr.</th>
<th>3 Yr.</th>
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<tr>
<td>Pass written test</td>
<td>70%</td>
<td>80%</td>
<td>90%</td>
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<tr>
<td>Attend meetings/clinics</td>
<td>yes</td>
<td>yes</td>
<td>yes</td>
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<tr>
<td>Participate in practical Sessions and scrimmages</td>
<td>yes</td>
<td>yes</td>
<td>yes</td>
</tr>
<tr>
<td>Member of USAWP(when required)</td>
<td>yes</td>
<td>yes</td>
<td>yes</td>
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Absence from mandatory meetings, clinics, practical sessions or scrimmages may be grounds for disciplinary sanction. Absence may be excused only at the discretion of the Board of Directors. The absence does not exempt the member from mandatory make-up of the missed instruction. Attending training in the form of meetings, clinics, practical sessions and scrimmages must total a minimum of 18 hours per year.

B. Uniform and Equipment:

A proper uniform consists of white shoes and socks, white trousers, skirt or shorts (if appropriate), and collared white shirt. White trousers are required for championship and post season games. The uniform should be neat and clean at all times. For inclement weather additional items of clothing may be worn (hat, cap, jacket, rain suit, etc.), it is preferable that they be white. In all cases, such attire must be appropriate and professional.

Each official must provide their own equipment as follows:

a. whistle
b. red/yellow cards
c. current rule book
d. black or blue pen.
C. Liability Insurance:
All members shall be covered by appropriate liability insurance as follows:

1. CIF/Community College officials shall have NFHS liability coverage or equivalent, as a minimum.
2. SJAF Board of Directors shall have National Association of Sports Officials (NASO) liability coverage or equivalent, as a minimum.
3. USAWP officials shall be covered by USAWP member benefits insurance.
4. NCAA officials shall have NASO insurance coverage.

Policy premiums and coverage for SJAF members for items 1 and 2 shall be made by SJAF.

D. Independent Contractors:

According to the California State Department 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.

E. Assignments:

SJAF trains and certifies officials who are then assigned by the various commissioners and/or assignors to games. Assignors may use a variety of methods to make their assignments. It is imperative that each official be familiar with the policies of these assignors. Failure to adhere to the assignors policies may result in the removal of the official from current assignments.

All game assignments must go through the appropriate assignor. A SJAF official may not change an assignment without contacting the assignor in advance. An official may not accept a game directly from a coach or school without clearing the assignment through the appropriate assignor. Once an official has accepted an assignment, that official may not cancel that assignment to do a game in another area or level without clearing the change with both assignors.
F. Certification and Rating Committee:

1. The committee shall have the responsibility to certify officials as having completed the necessary training annually.
2. The committee is responsible to administer the rating and ranking of referees for high school and other levels as required.
3. Ratings shall be based on direct observation by members of the committee.
4. Officials will be rated as "A", "B", "C" or novice officials.
5. The committee shall consist of a minimum of five "A" level officials, plus the appropriate assignor. It shall include the SJAF President and two members of the training committee.
6. The officials rank and rating shall be made available to them and upon their request may be assigned with a committee member for evaluation for consideration to a higher rating.
7. The committee may consider the recommendation of other "A" level officials having direct knowledge of the official's capabilities if being considered for an "A" level rating. Likewise, the committee may accept input from "B" level officials having worked with "C" level officials.
8. The Certification and Rating Committee will prepare a written evaluation report for each official who has formally requested consideration to a higher rating. This report shall be made available to the Board of Directors.
9. The "official in question" may appeal the rating committee's decision in writing to the Board of Directors within a period of ten (10) calendar days of the Rating Committee's decision.
10. The committee will nominate Championship and post season pools to the respective assignors at least two weeks prior to such Championship competition. Generally, an official should be an "A" level official for consideration as qualification for post season play. Level "B-1" officials may be considered for preliminary games in the post season, based on need. All final assignments are made by the respective assignor.
G. Training Committee:
1. The training committee Instructional Chair shall be selected by the SJAF Board of Directors
2. Training Committee Composition shall be as follows:
   a. SJAF Instructional Chair.
   b. Three additional appointed training coordinators.
3. Duties:
   a. Prepare a training program for required meetings.
   b. Supervise the training clinics and scrimmages.
   c. Prepare an annual plan for approval by the Board of Directors.
   d. Report at each Board of Directors’ meetings about the committee’s actions.
   e. Receive complaints about officials.
   f. Work on other projects as directed by the President or the Board.

Article IV: Board of Directors: The SJAF is a non-profit Association which is operated by the SJAF Board of Directors. The Board consists of five active members of the Association and consists of a President, Secretary/Treasurer, Certification and Rating Committee Chair, Training Committee Chair, and one additional active member at large. The Board shall meet a minimum of four times during the high school season and also additional meetings as necessary throughout the year. All meetings are open and all members of SJAF are encouraged to attend.

Article V: Operational Policies:

A. Code of Ethics: Water polo sanctioning bodies have entrusted us to assist them in the development of their youth through athletics. The proper operation of such process requires that officials be independent, impartial and responsible to the people with whom they interact, including the public and their fellow 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.
B. Ethical Standards:

1. SJAF 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.

2. SJAF members recognize that anything that may lead to a conflict of interest, either real, or in appearance, must be avoided. Gifts, favors, special treatment, privileges, employment or personal relationships with a school, team or team member that can compromise the perceived impartiality of officiating must be avoided.

3. SJAF members have an obligation to treat other officials with professional dignity and courtesy and refrain from criticizing other officials.

4. SJAF members have a responsibility to continuously seek self-improvement through study of the game, rules, mechanics and game management techniques. They have a responsibility to accurately represent their qualifications and abilities when requesting or accepting officiating assignments.

5. SJAF members shall protect the public; including fans, administrators, coaches, players and other officials, from inappropriate conduct and shall attempt to eliminate from the officiating avocation/profession all practices which bring discredit to it.

6. Sports officials shall not be a 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.