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## Game Official Misconduct

### 1.0 Definitions

The terms, definitions, and procedures used in this document are based upon the United States Soccer Federation Policy Manual.

#### 1.1 Game Officials

- 1.1.1 .Currently registered USSF referees appointed to officiate a match.
- 1.1.2 .Persons serving as a referee in an emergency capacity
- 1.1.3 Club assistant referees
- 1.1.4 .Persons assigned to perform referee related functions at a match. This category includes: referee administrators, assessors, instructors, assignors, or others assigned to perform duties at the match.

#### 1.2 Misconduct

- 1.2.1 While not assigned to a match : See Table A
- 1.2.2 While assigned a match: see table B
- 1.2.3 The items of misconduct listed in the tables are typical misconduct examples. Other misconduct may occur and will be addressed according to the circumstances.

#### 1.3 Disciplinary Committee

- 1.3.1 The committee authorized by the State Referee Administrator (SRA) to provide a hearing and make recommendations to the SRA.
- 1.3.2 The disciplinary committee shall consist of a chairman appointed by the SRA, or his designate, and at least four other members. The chairman shall only have a vote if there is a tie.
- 1.3.3 The committee members shall not be members of the referee administration or National Referees.
- 1.3.4 Referee administration members may attend the committee meeting(s) but shall not vote.

## **2.0 Procedure**

### **2.1 Documentation**

- 2.1.1** An alleged misconduct must be documented and submitted to the Area Referee Administrator (ARA) or State Referee Administrator (SRA).
- 2.1.2** The ARA shall acquire any game reports and additional evidence if not part of the original documentation.

### **2.2 Preliminary Evaluation**

- 2.2.1** The ARA shall perform a preliminary evaluation of the alleged misconduct and shall determine if any additional information may be required.
- 2.2.2** The ARA shall coordinate the preliminary evaluation with the organizations involved, ie: local league, tournament officials, etc. in order to ensure that information submitted is credible.
- 2.2.3** If the ARA determines that the alleged misconduct is to be pursued, the matter shall be assigned to the disciplinary committee for a hearing.
- 2.2.4** The ARA may suspend the official for up to ninety (90) days if merited.

### **2.3 Committee Hearing**

- 2.3.1** The chairman shall form the committee. Where possible, the members should be of rank equivalent to, or higher than, the accused person(s).
- 2.3.2** The committee shall meet and discuss the course of action regarding preliminary evaluation, contacting witnesses, contacting the accused, setting the hearing date, time and location.
- 2.3.3** The accused shall be notified via certified US Mail, of the charges, the right to bring defense witnesses, the right to cross-examine accusers, and other witnesses. The accused shall also be informed of the appeal process.
- 2.3.4** Each of the witnesses and the accused will be invited to attend the hearing.
- 2.3.5** The accused shall be allotted up to thirty (30) minutes to present a defense.
- 2.3.6** If the accused does not wish to attend the hearing, the hearing will proceed without the accused being present.
- 2.3.7** If the accused is a minor, a parent or guardian must be present.
- 2.3.8** The accused may bring one attorney, or consultant, to be present at the hearing. The attorney or consultant shall be allowed to confer with the accused only and shall not be allowed to address the committee nor any of the witnesses. The thirty minutes allotted to the accused shall not be extended due to conferences.

## 2.4 Hearing Results

- 2.4.1 After reviewing the documentation and testimony, the committee shall vote as to the guilt or innocence of the accused. The vote must be at least a simple majority to convict or acquit on each item of the charges.
- 2.4.2 The committee shall make recommendation of any penalties.
- 2.4.3 The chairman shall transmit a written summary of the hearing, the results, the number of votes for and against, and recommendations to the SRA, or designate. .
- 2.4.4 The SRA will determine the penalty, or penalties, to be imposed and shall notify the accused, in writing, within ten (10) days of receipt of the hearing results.

## 3.0 Penalties

- 3.1 The tables below are recommended minimum penalties for the misconduct listed.
  - 3.1.1 Table A attachment
  - 3.1.2 Table B attachment

## 4.0 Appeals

- 4.1 An official found guilty of misconduct has rights of appeal, which must be submitted in writing within ten (10) days of receipt of written notification of guilt in the following sequence :
  - 4.1.1 Florida State Soccer Association (FSSA)
  - 4.1.2 If the result of the appeal to the FSSA is not satisfactory, the accused may appeal to the USSF Appeals Committee per Federation policy

### TABLE A

Minimum recommended penalties for misconduct while not assigned to a match

Misconduct	First Offense	Second Offense	Third Offense
Code of ethics violation	As determined by committee	As determined by committee	As determined by committee
Conflict of interest	As determined by committee	As determined by committee	As determined by committee
Misuse or abuse of authority	As determined by committee	As determined by committee	As determined by committee
Conduct unbecoming	As determined by committee	As determined by committee	As determined by committee

**TABLE B**

Minimum recommended penalties for misconduct while assigned to a match

<b>Misconduct</b>	<b>First Offense</b>	<b>Second Offense</b>	<b>Third Offense</b>
Failure to appear	Written reprimand + \$50 fine-senior game or \$25 fine youth game	3 month suspension + \$50 fine-senior game or \$25 fine-youth-game	1 year suspension + \$50 fine-senior game or \$25 fine-youth game
Late arrival, Improper uniform, appearance, or USSF badge	Written reprimand	Two week suspension+ \$50 fine-senior game or \$25 fine-youth-game	1 month suspension + \$50 fine-senior game or \$25 fine-youth- game
Failure to submit: Game report, Incident report	Written reprimand + \$50 fine-senior game or \$25 fine-youth-game	1 month suspension + \$50 fine-senior game or \$25 fine-youth-game	3 month suspension + \$50 fine-senior game or \$25 fine-youth- game
Foul or abusive language	1 month suspension	2 month suspension	1 year suspension
Physical or verbal threat	3 month suspension	6 month suspension	2 year suspension
Physical assault	Minimum 1 year suspension + 6 month probation	5 year suspension	25 year suspension
Code of ethics violation	As determined by committee	As determined by committee	As determined by committee
Officiating a non-affiliated game after refusing a USSF affiliated assignment for the same day.	3 month suspension + \$50 fine-senior game or \$25 fine-youth-game	6 month suspension + \$50 fine-senior game or \$25 fine-youth-game	1 year suspension + \$50 fine-senior game or \$25 fine-youth- game
Officiating an outlaw (Suspended league) game	1 year suspension + \$50 fine-senior game or \$25 fine-youth-game	3 year suspension + \$50 fine-senior game or \$25 fine-youth-game	5 year suspension + \$50 fine-senior game or \$25 fine-youth- game
Violation of suspension	1 year added suspension	2 year added suspension	3 year added suspension
Nonpayment of fine(s)	Suspension until paid	Suspension until paid	Suspension until paid
Allowing a player to play without a player pass	\$100 fine per player for each of the three (or four) referees	As determined by committee	As determined by committee
Falsifying game reports	As determined by committee	As determined by committee	As determined by committee