



## Discipline and Decertification Policy

MWS adopts the general guidelines of USA Swimming dealing with discipline and de-certification of Officials in the specified areas of Professional Qualifications, Professional Misconduct and Code of Conduct violations. These guidelines are available from USA Swimming, the Office of MWS and the Officials Chair. By adoption of these guidelines, it is recognized that the MWS Officials Chair and the Officials Committee generally have primary and secondary responsibilities as outlined in the USA Swimming guidelines on issues of discipline and decertification of MWS Officials. As stated in the guidelines, these standards are intended to first place these professional matters within the jurisdiction of the professionals, the peers of the Officials.

### ***A. Hearings within the Officials Committee:***

If a hearing is required within the Officials Committee, it shall consist of three members of the Officials Committee, who shall be appointed by the Officials Chair. The hearing should be promptly scheduled and, under all circumstances, should take place within 90 days from the initial decision to have a hearing pursuant to the guidelines. A majority vote (two out of three) will determine any and all sanctions (if any).

### ***B. Jurisdiction and Appeals:***

As stated in the guidelines, the Officials Chair must determine whether original and exclusive jurisdiction falls within the USA Swimming National Board of Review or the MWS Administrative Board of Review. If an exclusive matter of the National Board of Review then the matter shall be referred to USA Swimming. If there is concurrent jurisdiction between the Officials Committee and the MWS Administrative Board of Review then the Officials Chair and the Administrative Board of Review Chair shall determine whether the matter should first come before the Officials Committee or the MWS Administrative Board of Review with preference first to the Officials Committee. All decisions made by the Officials Chair and/or Officials Committee may be appealed to the MWS Administrative Board of Review on a de novo basis.