

DISCIPLINARY PROCEDURES of the POTOMAC SOCIETY OF RUGBY FOOTBALL REFEREES

[N.B. This version has been recovered from an old file and is not guaranteed accurate. 11/17/2011]

I. Statement of Purpose

The purpose of these procedures is to provide a regularized, systematic process for responding to and dealing with complaints of misconduct lodged against Regular Members of the Potomac Society of Rugby Football Referees.

II. Initiation of a Complaint

A. Any person alleging that a Regular Member of the Potomac Society of Rugby Football Referees has engaged in improper conduct may file with the President of the Potomac Society of Rugby Football Referees a written complaint containing a brief statement of the facts constituting such improper conduct. In the interests of justice and the expeditious administration of the business of the Potomac Society of Rugby Football Referees the President may, by written order, identify an oral complaint and dispense with the filing of a written complaint.

As used in these regulations the term "improper conduct" means any conduct which is prejudicial to or in denigration of the spirit and letter of the Laws of Rugby Football as framed by the International Rugby Board and interpreted by the United States of America Rugby Football Union.

Improper conduct does not include allegations that a referee has made an incorrect decision of fact or law in a specific game. Nor does it include allegations of a systematic lack of skill on the part of a referee.

Such allegations will be referred to the Training Officer of the Potomac Society of Rugby Football Referees for such action as he and the Development Committee deem appropriate.

The allegations of improper conduct covered by these regulations are restricted to conduct, whether on or off the field, that does not directly relate to the quality and skill of the Regular Member in question.

B. Upon receipt of a complaint filed under Article II(A), the president shall expeditiously review the complaint. After reviewing the complaint the President may --

1. dismiss the complaint, by written decision, if he finds that it

(a) is not in conformance with the provisions of Article II(A),

(b) directly relates to the substantive merits of a ruling or decision made by the Regular Member during the course of a match,

(c) is frivolous, or

(d) appropriate corrective action has already been taken; or

2. refer the matter to the Executive Committee for further proceeding in accordance with Article III.

C. The President shall transmit copies of any written order under Article II(B)(1) to the complainant and to the Regular Member of the Potomac Society of Rugby Football Referees whose conduct is the subject of the complaint.

D. A complainant or Regular Member aggrieved by an order of the President entered pursuant to Article II(B)(1) may petition the Executive Committee of the Potomac Society of Rugby Football Referees for review thereof. The Executive Committee, acting pursuant to the provisions of its Bylaws, may grant such petition. In the event such petition is granted further proceedings shall be held in accordance with the provisions of Article III.

III. Further Proceedings

A. If the President does not enter an order under Article II(B)(1), or if the Executive Committee of the Potomac Society of Rugby Football Referees grants a petition for review pursuant to the provisions of

Article II(C), the President shall promptly convene the Executive Committee to investigate the facts and allegations contained in the complaint.

B. The Executive Committee shall conduct expeditiously an investigation as extensive as it considers necessary, and may --

1. Dismiss the complaint; or
2. Take such action as is appropriate to assure the proper conduct of the Regular Members of the Potomac Society of Rugby Football Referees, including, but not limited to, any of the following actions:
 - a. Directing the Regular Member whose conduct is the subject of the complaint to take such action as the Executive Committee deems appropriate;
 - b. Suspending the membership of the Regular Member for a period not to exceed three years;
 - c. Ordering that, on a temporary basis, for a time certain, no further refereeing assignments be made to such Regular Member;
 - d. Censuring or reprimanding such Regular Member by public or private communication; or
 - e. Order such other action as it deems appropriate under the circumstances, except that in no circumstance may the Executive Committee order the permanent expulsion and/or removal from office of the Regular Member whose conduct is the subject of the complaint without the vote of the Regular Members of the Potomac Society of Rugby Football Referees at a General or Special Meeting, acting pursuant to the provisions of their Bylaws.
3. The Executive Committee shall immediately provide written notice to the complainant and the Regular Member whose conduct is the subject of the complaint of the action taken under Article III(B).

IV. Appeal

A. Any Regular Member aggrieved by the action taken by the Executive Committee under the provisions of Article III may appeal, in writing, within two weeks, to the Executive Committee requesting reconsideration of its earlier action. If such an appeal is made, the aggrieved Regular Member will have -

1. An opportunity, if he desires, to appear in person at a hearing before the Executive Committee to present oral and documentary evidence, question witnesses and to present arguments orally or in writing; or
2. An opportunity, if he desires, to file a written argument with any documentary evidence for review by the Executive Committee.

B. The Executive Committee, after conducting a hearing (if one is requested) and reviewing the written record on appeal shall, without delay, issue a written decision affirming, modifying or reversing its earlier decision.

V. Confidentiality

Except as otherwise provided by the requirements of written notice in these procedures all documents and records of any proceeding conducted shall be confidential and shall not be disclosed by any person unless such disclosure is authorized by the President of the Potomac Society of Rugby Football Referees.

VI. Complaints Against Members of the Executive Committee

A. In the event that the currently serving President is the Regular Member whose conduct is the subject of the complaint, the currently serving Treasurer shall perform all the functions designated by these procedures to be performed by the President and the President shall not participate in the deliberations of the Executive Committee.

B. In the event that a currently serving member of the Executive Committee is the Regular Member whose conduct is the subject of the complaint, that Member shall not participate in the deliberations of the Executive Committee.

VII. Disclaimer

These disciplinary procedures are intended solely for the internal use and are binding only on Regular Members of the Potomac Society of Rugby Football Referees.

They do not create or confer any rights, privileges, or benefits on prospective or actual complainants, claimants, petitioners or other individuals. Likewise, these regulations do not create and are not intended to create any independent cause of action for such individuals.