

IAABO

Hampshire - Franklin District Board #28



CONSTITUTION AND BYLAWS

CONSTITUTION

ARTICLE I - Name - Affiliations - Jurisdiction

The name of the organization shall be the "Hampshire-Franklin District Board of Approved Basketball Officials." (After this called the Board). The Board shall be associated with the International Association of Approved Basketball Officials (IAABO) and is designated as Board 28 of the International Association and associated with the Massachusetts State Basketball Officials Association, designated as Board 15 of the International. The Board shall have sole jurisdiction in officiating basketball in Hampshire and Franklin Counties according to the IAABO National Charter as it relates to all assignments at the secondary school level.

ARTICLE II - Purpose

The purpose of the Board shall be:

- To promote the game of basketball by ensuring the welfare of its players and officials.
- To maintain the highest standard of basketball officiating.
- To encourage fair play and the spirit of sportsmanship to the participants of the game.
- To make available the most qualified and thoroughly trained and capable officials possible to ensure the proper and consistent enforcement of the rules of basketball.
- To unite all qualified basketball officials in Hampshire and Franklin counties.

ARTICLE III – Officers

Section 1

The Officers of the Board shall consist of the following elected individuals:

| | |
|----------------|-----------------------|
| President | Interpreter |
| Vice President | Assistant Interpreter |
| Secretary | Ombudsman |
| Treasurer | Parliamentarian |

Section 2

There shall be an Executive Committee comprised of the elected officers listed in Article III, Section 1 plus the Past President of the Board and four (4) active members of the Board (at least one from each county) who shall be appointed by the President. The Executive Committee shall be responsible for the day-to-day business of the Board. In addition, the President will appoint two (2) members as state delegates who may be members of the Executive Committee. The terms of the appointed Executive Committee will run concurrently with the President. Never will an appointed Executive Committee member serve for more than the (2) presidents consecutively. The Executive Committee members shall serve as chairpersons of the Board's standing committees listed in Article VII and shall be appointed to those committees at the Summer Executive Committee Meeting.

ARTICLE IV - Duties of Officers

Section 1

The President shall be the Chief Executive Officer of the Board and shall preside over all meetings of the Board and the Executive Committee. He/she shall act as ex-officio of all committees. The President shall vigorously defend and maintain the Constitution and Bylaws of the Board as herein described and shall follow all Articles of the Constitution and Bylaws.

Section 2

The Vice President shall, in the absence of the President or if the President is unable to fulfill the duties of the office, perform all duties pertaining to the office of the President. Additionally, the Vice President shall serve as chairperson of the IAABO Examination Committee.

Section 3

The Secretary shall record all the proceedings of the Board and the Executive Committee in a suitable permanent record to be provided for that purpose. It shall be his/her duty to answer correspondence pertaining to the Board and to communicate all necessary board information to members, assignors, and other necessary stakeholders in a timely fashion. Any business received by the Secretary shall be brought forth to the Executive Committee in a timely fashion for action by that group. The Secretary shall work with the Treasurer to maintain an accurate record of Board members,

including updating their status with State and National Associations. The Secretary shall serve as the back-up to the Treasurer, if necessary, on temporary or interim basis until time that the Treasurer can return to duty or a replacement can be appointed. An honorarium of five dollars (\$5.00) per member shall be paid to the Secretary for services rendered to the Board. It shall be paid in full on March 1, the end of the previous season.

Section 4

The Treasurer shall keep the account records of the Board. It shall be his/her duty to collect and deposit all dues from the membership, collect and deposit any donations or other incoming funds, and pay all Board bills in a timely fashion. He/she shall be the custodian of all funds belonging to the Board. His/her books and accounts shall be open always to the inspection of the Executive Committee or any member. Additionally, there will be an annual accounting and audit conducted by the Auditing Committee and reported to the members at the March general business meeting. The Treasurer shall serve as the back-up to the Secretary, if necessary, on temporary or interim basis until time that the Secretary can return to duty, or a replacement can be appointed. An honorarium of five dollars (\$5.00) per member shall be paid to the Treasurer for services rendered to the Board. It shall be paid in full on March 1, the end of the previous season.

Section 5

The Interpreter shall attend the annual or regional conference for official interpreters conducted by IAABO International at the expense of the Board. He/she shall be available to the membership at all meetings to answer questions concerning the rules of the game and the mechanics of officiating. He/she shall conduct a yearly clinic for all officials, coaches and interested parties to be held at the start of the season. Further, he/she shall conduct, upon request, meetings to educate officials, coaches, players and others interested in the fundamentals of basketball officiating. The Interpreter will be paid a fixed stipend of \$500 for their services during the year, to be paid at the March meeting. This stipend will be subject to review by the Executive Committee every 2 years beginning in 2021.

Section 6

The Assistant Interpreter shall attend the annual or regional conference for official interpreters conducted by IAABO International at the expense of the Board should the Interpreter be unable to attend. He/she shall be available to the membership at all meetings to answer questions concerning the rules of the game and the mechanics of officiating. He/she shall assist the Interpreter in conducting a yearly clinic for all officials, coaches and interested parties to be held at the start of the season. Further, he/she shall assist the Interpreter in conducting, upon request, meetings to educate officials, coaches, players and others interested in the fundamentals of basketball officiating.

Section 7

The Parliamentarian shall decide procedures to conduct Board meetings and meetings of the Executive Committee in accordance with the manual entitled Robert's Rules of Order Newly Revised. He/she shall also act as the official interpreter of all provisions and Articles of the Constitution and Bylaws of the Board and give such interpretation as called for by the President, Executive Committee or membership at large.

Section 8

The Ombudsman shall work with high school varsity and junior varsity commissioner/assignor appointed by the various conferences to ensure that all problems and/or questions that may arise in the assignment process are answered to the membership. Additionally, he/she shall help the conference commissioner/assignor in ensuring that the Board provides the highest caliber officials for interscholastic contests. He/she shall familiarize himself/herself with the rating system used by the Board and with the assignment process used by the conference commissioner/assignor. He/she shall attempt to ensure that the rating system is used by the interscholastic commissioner/assignor. He/she shall be available to answer all questions related to assignments by the membership. He/she shall act as chairperson of the Rating Committee and will report to the Executive Committee annually with suggestions to improve the rating system.

Section 9

The Executive Committee shall have general management of policy affairs of the Board.

ARTICLE V - Terms of Office - Elections of Officers

Section 1

Terms of Office

The President and the Vice President shall serve a two (2) year term from the date of their election with the Vice President succeeding the President for his/her own two (2) year term as President. The Secretary shall serve a two (2) year term from the date of his/her election that runs offset by one year from the President, Vice President, and Treasurer. The Treasurer shall serve a two (2) year term from the date of his/her election that runs offset by one year from the Secretary and concurrently with the President and Vice President. All officers other than the

President, Vice President and Secretary-Treasurer shall serve a one (1) year term. There are no restrictions on the number of terms that officers other than the President and Vice President may serve.

Section 2

Elections and Nominations

The election of Board Officers shall take place at the February general business meeting. Elections cannot occur at a special meeting called only for that purpose.

- A. All nominations for Board officers shall be from members in good standing within the organization. All officers must be members in good standing within the organization.
- B. Nominations shall be called by the President from the floor and the nominee receiving the simple majority shall be elected.
- C. The nominations for Interpreter, Assistant Interpreter, Parliamentarian and Ombudsman shall be balloted separately at the March general business meeting.

Section 3

Restrictions

The President's term shall begin on April 1 following his/her election. The President cannot succeed himself/herself and he/she will not be eligible to serve either in the Vice Presidential or Presidential capacity for a minimum of four (4) years after his/her term in office. However, in unique circumstances and/or conditions addressed by the Executive Committee and/or the Board, the term of the President may be modified.

The Vice President shall automatically succeed to the Presidency for his/her own two (2) year term at the conclusion of the President's term, or if the Presidency becomes vacant. However, in neither case may a President nor Vice President serve in that capacity longer than two (2) years or seasons, unless defined for by the Bylaws of the organization.

ARTICLE VI - Vacancy or Disqualification of Officers

Section 1

As stated in Article V, Section 2A, all officers must be members in good standing with the Board at the time of their election and throughout their term in office. Failure to do so may result in their removal or disqualification from office as outlined in Section 2 below. Additionally, it is the duty of all officers to vigorously defend and maintain the Constitution and the Bylaws; failure to do so may result in their removal or disqualification. Any vacancy caused by the failure of an officer to conduct his/her duties shall be filled for not more than one year (season) by a Presidential appointment of any active member in good standing.

Section 2

Any officer of the organization may be disqualified from his/her office by the following process:

- A. A formal letter outlining the charges sent by the Board Secretary for the Executive Committee. This letter will temporarily remove the said officer from his/her office until a hearing can be held.
- B. The Executive Committee will conduct a hearing within 15 days of the said charges, when the formal allegations will be made against said officer. The officer in question will have an opportunity to rebut all charges made against him/her. The Executive Committee members present will take a written ballot. If two-thirds (2/3) of the Executive Committee present vote for disqualification, then the results will be presented to the general membership. The officer in question will remain suspended from office if the two-thirds vote is achieved, pending the outcomes of Section C and D below. The President may appoint an interim officer during that time. If the President is the officer in question, the balance of the Executive Committee shall appoint an interim President.
- C. The general membership may overturn the Executive Committee decision but must do so within twenty (20) days from the presentation of the Executive Committee's results. The membership may overturn the decision by presenting to the Executive Committee a petition, which will include twenty percent (20%) of the active membership by name and calling for a vote of confidence for the said officer. Should such a petition be submitted, the President shall conduct a vote of the general membership attending the next general business meeting. This vote of confidence shall require a two-thirds (2/3) vote for the officer to be retained in office. If such a vote is reached, the officer shall immediately regain his/her office.
- D. If no petition is presented, or if the outcome of the vote of confidence is less than two-thirds (2/3) of the present active membership, then the said officer shall lose all rights to the said office and will not be eligible to run for any office or be appointed to any office for two (2) complete seasons.

Section 3

Should the office of Vice President become vacant, or should the current incumbent be disqualified, a new election to elect a Vice President must be held at the next general business meeting of the Board. Any other Board officer vacancy shall be filled for not more than one year by a Presidential appointment of any active Board member in good standing.

Section 4

All members of the Board retain their rights to appeal via the State Board and to the National in accordance with the procedures and policies outlined in the IAABO National Constitution.

ARTICLE VII - Committees

Section 1

There shall be the following standing committees of the Board, appointed by the President and presented to the general membership for their information at the first general business meeting:

| | |
|--|---|
| Auditing Committee (2 members) | Executive Committee (12 members - See Article III, Section 2) |
| Banquet Committee (3 members) | Rating Committee (4 members) |
| Examination Committee (3 members) [written and floor tests] | Bylaw Committee |
| | Ethics Committee |

Section 1B – ETHICS COMMITTEE

1. Appointment – There shall be an Ethics Committee comprised of three members of the general membership that are not also members of the Executive Committee and are appointed by the Board President. These shall be one (1) full season appointments beginning on the day after the Board 28 banquet/meeting and ending the day of the following year’s banquet/meeting. There is no limit on the number of terms a person may serve on this committee. A member of the committee, who becomes a member of the Board 28 Executive Committee during the time of his/her appointment, must then relinquish their position on the Ethics Committee at that time.
2. Leadership – The Ethics Committee will select a Chairperson who will record minutes from all meetings and submit them to the Board 28 Secretary to be saved. The Parliamentarian of the Executive Committee will serve as an ex-officio member of this Committee, in an advisory capacity only, and will ensure that the Robert’s Rules of Order are followed for all meetings.
3. Duties – The Ethics Committee shall receive and thoroughly investigate all protests, complaints or irregularities as made by or against Board 28 officials, coaches, players, leagues or teams. It shall report such findings in these matters to the Executive Committee. The Ethics Committee may request information from the Board Secretary in regards to precedents for certain situations in order to assist their process, at the sole discretion of the Ethics Committee.
4. Actions – The Ethics Committee shall not be empowered to enforce any action, but rather that they will recommend to the Executive Committee any actions that should be taken to remedy a situation that they have been tasked with. These actions may include warnings, suspension or expulsion of any member, requiring the issuance of a fine as permitted within the policies and Bylaws of Board 28, writing and sending an official notice or letter, or no action may be suggested at all. This recommendation will be made in person to the Executive Committee at the next scheduled meeting of the Executive Committee, or within 30 days if no meeting is scheduled in that timeframe. The Ethics Committee may request a special meeting of the Executive Committee be held to discuss an issue it has been tasked with, should the seriousness of the issue so warrant.
5. Notification – The Ethics Committee shall be required to notify any board member that a concern of which they are involved is being discussed. The board member shall have the right to appear before the Ethics Committee, be allowed to see and/or hear any information that is being presented in relation to said concern, and to make a formal statement on their behalf. This statement may include, but is not limited to, an emailed, written or verbal statement, a statement from another official serving as a witness to an event, and video or audio recordings.
6. Appeals – This committee shall afford a Board 28 member charged with any offense the due process and right to be heard in person, or to submit a written, verbal or recorded statement on her/her own behalf. In handling these complains or grievances, the business of this committee shall be conducted in accordance with the rules and regulations or Bylaws of IAABO Board 28 as are currently in effect.

Section 2

The development of new committees may occur as time and fortunes dictate and only require the concurrence of the Executive Committee to the presidential appointments. Furthermore, the size and function of each committee may fluctuate, but never shall there be any less than the number expressed in Section 1 above.

ARTICLE VIII - Amendments**Section 1**

Robert's Rules of Order Newly Revised shall be the source for procedures on voting. The Constitution and Bylaws of the Board may be amended only as follows: by a two-thirds (2/3) vote cast (abstentions and blanks are not counted) of the active and inactive members present at a regular or special meeting provided the following criteria have been met:

- A. The proposed amendment has been presented to the Secretary in writing and has been signed by the advocate(s);
- B. It has been read aloud to the membership at a regular or special meeting; and
- C. Written notice of the proposed amendment(s) has been given to all active and inactive members by the Secretary before the next regular or special meeting during which the proposed amendment(s) will be considered.

ARTICLE IX - Date Effective

This Constitution shall become effective upon a two-thirds (2/3) approval of the members present at a general or special Board meeting.

BYLAWS**ARTICLE I - Definitions**

For the purpose of these Bylaws, the following terms shall be defined as:

A. Season

A season shall be defined as the period between October 1 and March 15 of the basketball season in question. Additionally, this shall be interpreted to be a "year" in the IAABO Constitution.

B. Provisional/Probationary Member

For purposes of these Bylaws, a probationary member shall be an individual who has applied to the IAABO Board 28, passed the written test, but who has not completed all the items in Article II, Section 2. For purposes of these Bylaws, a probationary member is the same and shall be interpreted to be the same as a provisional member defined in the IAABO Constitution.

C. Fines

Fines are sums of money imposed as a penalty for an offense. For purposes of these Bylaws, the offense will be a violation of the Constitution and/or Bylaws. Additionally, the Executive Committee will define this sum of money, unless otherwise defined in these Articles, after the Executive Committee has held a hearing on the said offense.

D. A Member in Good Standing

A member in good standing is defined as a member who has passed both written and floor tests, paid dues by the February general business meeting and fines by March 15 of the appropriate season, served a probationary period, met all the requirements of new members and must have attended a preseason interpretation clinic as conducted by the Board 28 Interpreter or another interpreter from the Massachusetts State Basketball Officials Association (MSBOA 15). It is recommended that an official should work at least two (2) preseason games, one of which could be a high school scrimmage.

E. Game

For purposes of these Bylaws, a game shall be interpreted as an assignment received from a recognized interscholastic commissioner/assignor or by personal contact from other commissioners, assignors or responsible individuals.

F. Requirement

For purposes of these Bylaws, requirement shall mean that which obligates a member as a prerequisite.

G. Responsibility

Responsibility shall involve personal accountability to act without guidance or superior authority. For purposes of these Bylaws, responsibilities shall be interpreted to mean acting with a sense of professionalism. Individual members are asked to always conduct themselves as professionals and to bring pride to the Board. However, when representing the Board, members are required to act according to the professional demeanor established by the Board. In cases where this is not heeded, the Board may take action against a member or members who bring discredit to the Board. Conduct unbecoming an official may be investigated by the Executive Committee with appropriate action being taken.

H. Assignment

Assignment shall be defined as a game agreed to by a member and obtained through personal contact or given through a Board recognized commissioner/assignor.

ARTICLE II - Membership

Section 1

There shall be five (5) categories of membership recognized by the Board: Active, Inactive, Provisional/Probationary, Honorary and Board Life member.

A. Active Membership

An active member is one who has passed the National written test and floor tests given in conjunction with IAABO, paid his/her dues/fines by the February business meeting, served a probationary period and has been accepted for active membership by a majority vote of the membership. Active members may vote, hold office and officiate basketball games at any level according to the Bylaws of the Board.

B. Inactive Membership

An inactive member is one who has fulfilled all the requirements of an active member but who officiates no more than one (1) game in any season and requests in writing an "*Inactive*" status from the Executive Committee. Inactive members retain all rights and privileges of a member of the Board, including the right to vote.

C. Provisional Membership

A provisional member is one who has passed the National written and floor tests given in conjunction with IAABO within the past two (2) years and has paid his/her dues/fines by date of the February business meeting. Provisional members may not vote on matters before the Board until they reach active status at the March general business meeting at the close of their provisional season, provided they have met the criteria outlined in Section 1

for active membership. Provisional members may officiate all games except varsity level games according to the Bylaws of the Board.

D. Honorary Membership

Honorary membership to Board 28 may be bestowed on any individual who has rendered distinguished or unusual service to the officiating profession at large or to this Board in particular. A person so honored shall have the unanimous endorsement of the Executive Committee and shall be presented to the general membership for voice approval. Honorary members are not required to attend meetings, pay dues or officiate games. Never may they hold office or vote on issues before the Board. Honorary membership to the National IAABO shall be handled according to the National Constitution.

E. Board Life Member

Board Life membership to Board 28 may be bestowed on any individual who is at least 55 years of age, has been an active member of IAABO Board 28 for at least 25 years and an additional five years of either continued active service or non-working membership and service to the organization. All nominees must have made major contributions to Board 28 and to the game of basketball. Such contributions must include having served office in Board 28. All nominations shall originate from active members of Board 28 in written form to the Executive Committee. Any nomination must be approved by the Executive Committee prior to being submitted to the general membership for a vote. Life membership to the National IAABO shall be handled according to the National Constitution. Board Life members shall have all of the rights and privileges of active members but are not required to attend meetings or pay dues.

Section 2

Persons interested in becoming officials of the game of basketball may become members of this Board, provided they:

- A. Be at least 18 years of age.
- B. Submit an application for membership to the Board.
- C. Pay the required examination fee set by the Board (an applicant who fails either the required written or floor tests will have part of his/her examination fee refunded).
- D. Pass the written and floor tests of the IAABO (examinations shall be conducted according to the Bylaws of the National IAABO).
- E. Register with the MIAA and pass a background check
- F. Serve a minimum provisional period of at least one (1) basketball season but not more than two (2) basketball seasons.
- G. Be approved for active membership by the Board upon recommendation of the Examination Committee at the annual March business meeting.
- H. Meet all the above criteria before the submission of the applicant's name for approval by the Board.

Section 3

A member whose membership has lapsed for more than one full season but less than two full seasons is able to be reinstated by paying any and all delinquent dues and/or fines owed the area Board, provided he/she was a member in good standing when his/her membership lapsed. A member whose membership has lapsed for two or more full seasons shall no longer be considered an active member of IAABO.

Section 4

A member in good standing who needs to transfer his/her membership from another IAABO sanctioned board to Board 28 shall be accepted into membership upon written proof of membership in the IAABO and upon written proof of his/her good standing in his/her previous board. However, Board 28 reserves the right to assess the qualifications of the transfer member(s) before such time that varsity level games are assigned to the new member. The Executive Committee may require examination - written or floor tests - of the transfer prior to a basketball season. In matters not governed or expressly covered in the National, Board 28 Bylaws shall take precedence.

Subsection A – Dual Members:

Dual membership with Board 28 may be allowed according to the rules set forth in the IAABO National Constitution, and at the sole discretion of the Executive Committee. The committee will determine whether or not the board will be accepting dual members for the following season at the Summer Executive Committee meeting, and this decision will be based on the anticipated membership level for the following year, which will determine the number of

available dual member openings. Any dual members that are accepted onto Board 28 will be granted the full privileges of an active board member, including the right to hold office and to vote on matters pertaining to the board.

ARTICLE III - Meetings & Attendance

Section 1

There shall be five (5) meetings conducted during the basketball season. These shall include an interpretation clinic/meeting and four (4) general business meetings held during the months of December, January, February and March at a time designated by the Executive Committee.

Section 2

All active, provisional and inactive members holding office shall be required to attend all scheduled general business meetings, including the preseason interpretation clinic as conducted by the Board's Interpreter or another Board's interpreter from the Massachusetts State Basketball Officials Association (MSBOA 15). Members shall be assessed a fine established by the Executive Committee for meetings missed with no excuses accepted. All fines will go toward the Board's scholarship fund. Appeals may be made to the Executive Committee. Continued absences may be grounds for suspension if the Executive Committee so directs, in conjunction with the IAABO attendance rules for members in good standing. Minimum meeting attendance will be a minimum of three meetings, one of which shall be an annual interpretation meeting. This is in accordance with the IAABO National charter requirements. Members not paying all fines by March 15 will be automatically suspended.

Notwithstanding the forgoing, a member missing any meeting(s) as a result of his or her affiliation with any of the armed forces of the United States, active or reserve components, including the Coast Guard and National Guard, to attend drill weekends, annual training, recall to active duty, or other periods of active duty so ordered by his/her commanding authority, shall not be negatively penalized for said absence(s) in accordance with Article VI, Section 1, paragraph A, below, to the extent that any such absences could be deemed to be excessive. It is the intent of this paragraph to provide credit to the member as if the member had been in attendance at the meeting. The member missing a meeting for military service will not be required to pay any assessed fines. The Executive Board in its sole discretion may request written documentation to substantiate the member's military participation.

Section 3

Meetings shall be arranged so that the Executive Committee handles all business matters, unless it is necessary to bring particular matters to the attention of the membership. Meetings shall be closed to all except members in good standing, provisional members and guests. A quorum shall be declared if 15% of the active membership of the Board is present and the Executive Committee quorum of six (6) members have met prior to the meeting to discuss the pertinent business.

Section 4

Special meetings of the Board shall be called within ten (10) days under the following conditions:

- A. When the President feels in his/her judgment that it is necessary.
- B. When the President receives a written order from the majority of the Executive Committee.
- C. When ten (10) members in good standing submit a written request to the President.

** Only business specified in the written request(s) may be discussed at a special meeting.

Section 5

The order of business at a regular meeting shall be as follows, modified by a vote of the members present:

- | | |
|-----------------------------|--|
| A. Call to Order | I. Acceptance of Provisional Members (March meeting) |
| B. Reading of the Minutes | J. Nominations |
| C. Interpretations | K. Elections |
| D. Report of the Officers | L. Special Reports/Discussions |
| E. Report of the Committees | M. Announcements |
| F. Correspondence | N. Attendance |
| G. Unfinished Business | O. Adjournment |
| H. New Business | |

ARTICLE IV - Decorum at Meetings

Questions of order shall be decided according to Robert's Rules of Order Newly Revised as interpreted by the Parliamentarian.

ARTICLE V - Dues

Section 1

The dues for the Board shall be at least one (1) high school varsity game fee as determined by the M.I.A.A. for all active game officials. Prior to the January meeting of the Board, the total yearly dues for active and inactive officials for the subsequent year will be approved by the Executive Committee. Board 28 Honorary and Board Life members' dues are paid by the Board and shall come out of the existing treasury. All members are required to pay their dues for the next season by the date of the February business meeting. Any member not paid in full by the date of the March business meeting will be assessed a fine of one-half (1/2) of the dues for the next season. Any member not paid in full by April 10th will not have his/her name registered with the IAABO National Office and will be assessed an additional fine of one-half (1/2) of the dues for the next season.

Section 2

The dues money shall be used to pay all expenses of the Board and to run the business of the Board as outlined by the Constitution and the Bylaws. Dues money will further be used to pay any state and/or national fees, subsidize the two (2) delegates to the National meeting and, if so deemed by the Executive Committee, can be used to offset the members' cost of the annual banquet.

ARTICLE VI - Decorum of Officials

Section 1

The Board retains the right to discipline its members for any of the following, including but not limited to:

- Dereliction of duty.
- Conduct that would bring discredit upon the Board or International as outlined in the IAABO manual or Bylaws.
- Violation of the spirit and intent of the Constitution and Bylaws of this Board that are found to be injurious to the purposes of the game of basketball and the local organization.

Section 2

Any member found guilty of misconduct by the Executive Committee according to the rules established with the IAABO and the Bylaws of this Board, or whose conduct shall be hostile to the objectives or injurious to the character of this Board, may be suspended or expelled from membership in this Board by the Executive Committee. However, no member so accused shall be suspended or expelled without being given the opportunity for a hearing before the Executive Committee. This Board shall recognize and honor suspensions imposed by other IAABO chartered boards and no member shall be allowed to work with a suspended or expelled official. The Secretary shall be required to notify other contiguous boards and the National office of suspensions.

Section 3

In the interest of providing the highest quality officials for basketball games in this Board's serviceable area, it is the requirement of this Board that no member shall accept on the same day any other basketball assignment prior to a girls or boys high school or prep school varsity assignment. However, in cases of emergency or extreme conditions, this rule may be waived if the Board commissioner/assignor notifies the Executive Committee of the existence and nature of the emergency. This notification should be prior to the assignment or as soon as possible upon the completion of the assignment. Written or verbal notification to any one of the elected officers of IAABO Board 28 meets the notification requirement of this section. The notified officer is responsible for bringing this matter to the Executive Committee. If a member accepts an assignment from other than a Board 28 commissioner/assignor, in addition to a varsity assignment on the same day without notification of an elected Executive Committee member, such a violation may lead to suspension or expulsion of the member in question by the Executive Committee pursuant to the rules established in Section 2 above.

Section 4

To facilitate the assignment of officials in the Franklin-Hampshire area, it is the responsibility of all members of this Board to turn in an availability sheet to the commissioner/assignor prior to the start of the season. Additionally, members must notify the interscholastic commissioner/assignor of any additional closed dates immediately upon notification of assignments. Violations of this section may result in disciplinary action by the Executive Committee.

Section 5

Any official failing to fulfill his/her responsibility for a scheduled assignment is unacceptable. It is considered hostile and injurious to the character of the Board. A written explanation by the official will be submitted within forty-eight (48) hours to the Secretary of the Board explaining the circumstances in detail why he/she missed the assignment. The Executive Committee will review the written explanation and will allow the official to have a hearing before them to determine if any penalties are to be assessed. If the official declines to address the Executive Committee, a fine of the equivalency of a junior varsity fee will be assessed. Further penalties may be administered if deemed appropriate. Failure to pay any fine is a violation of the IAABO Constitution and will result in suspension.

Section 6

Any official who is struck by a player, coach or team follower must report the incident to the Executive Committee. Further, the member may request the Executive Committee to take action against a school, player or team. After a hearing/investigation, if the facts so warrant, the Executive Committee may refuse to allow members of the Board to officiate games in which the player, coach or team follower is participating.

Section 7

The Executive Committee shall consider any suggestions in writing that will benefit this Board or the game of basketball in our serviceable area. The Executive Committee shall also give prompt attention to any written complaints of members concerning problems in the conduct of their duty if presented within one (1) week of the problem.

Section 8

Each active official is strongly urged to attend any and all Board-sponsored fundraising events.

Section 9

It is imperative that Board 28 promotes a professional image of our board and its membership in the public eye. Therefore, all public media communications in regards to games, coaches, players, officials and official board business and policies should be handled through the Executive Committee. This includes, but is not limited to the following: Communications that are verbal, written or electronic in nature such as press interviews, blogs, and social media outlets such as Facebook, MySpace, Twitter and other new technology as it develops. Any official who is found to be in violation of this requirement will be required to appear before the Executive Committee for a hearing, and is subject to disciplinary action that may include a warning, suspension and/or dismissal from Board 28.

Section 10

It is the policy of IAABO Board 28 to foster a culture of acceptance and understanding throughout its membership. Discrimination of any kind will not be tolerated. This includes, but is not limited to, discrimination of any kind due to age, race, gender, social status, sexual orientation, physical limitations, mental capacity and economic status by its membership or officers. Any official who feels that they have been the subject of such acts should notify the Executive Committee at once so that a detailed investigation can occur. Any official who is deemed to have participated in a discriminatory manner towards another official, coach, player, school administrator or spectator while operating in an official capacity for Board 28 will be required to attend a hearing before the IAABO Board 28 Executive Committee. If an official is deemed to have committed a discriminatory act at this hearing, the Executive Committee will reserve the right to warn, suspend and/or dismiss the member from IAABO Board 28 as warranted.

ARTICLE VII - Date Effective**Section 1**

These Bylaws shall be effective upon approval by a two-thirds (2/3) vote cast (abstentions and blanks are not counted) of the active and inactive members present at a regular or special Board meeting. The Bylaws shall remain in effect until such time that the Bylaws are revised by the process outlined in the Constitution for amending said document. The Bylaws shall apply to all members regardless of status.