

Knoxville Volleyball Officials Association

By-Laws

Article I

Article I: **Name.** The name of this association shall be the Knoxville Volleyball Officials Association (KVOA).

Article II

Article II: **Non-Discriminatory Policy Statement.** Whereas KVOA is committed to the policy that all persons shall have equal access to all officiating opportunities without regards to personal characteristics unrelated to officiating ability or officiating performance. Whereas this association does not discriminate against any person because of age, race, ancestry, color, disability, handicap, national origin, religious creed, gender or sexual orientation. Furthermore, KVOA has a “zero tolerance” policy for any joke, statement or inference which is based or rooted in a constitutionally protected class, including but not limited to matters of age, race, ancestry, color, disability, handicap, national origin, religious creed, gender or sexual orientation.

Article III

Article III: **Association Mission/Purpose.** This association has been established for the sole purpose of recruiting and training individuals, who, acting as an independent contractor, will be capable of officiating volleyball matches in accord with the rules set by the National Federation of High Schools (NFHS) and the Tennessee State Secondary School Athletic Association (TSSAA) within the East Tennessee area.

The Association coordinates all official’s ranks, and shares information to the Co-assigners, who, in turn, assigns matches to each official through the Arbiter.

Article IV

Article IV: **Code of Ethics and Professional Conduct.** The primary role of the official is to ensure equal opportunity and fair play for all participants, including student athletes, schools, teams and coaches. It is the responsibility of the official to provide judgments that are within the spirit and intent of the NFHS, TSSAA and KVOA rules, and to protect the health and welfare of each participant within the rules that govern play. Each official acknowledges rules of safety set by NFHS and TSSAA, which are paramount and are neither matters of discretion nor judgment and cannot be compromised or waived. Safety must always come first.

Officials will be honest and respectful of others, uphold professional standards of conduct and accept responsibility for their behavior. Officials will not use abusive or foul language when they are in any facility. Officials are strongly encouraged to not solicit, accept or assign volleyball matches within the KVOA service area without the knowledge and approval of the KVOA assigners

Article V

Article V: **Sexual Conduct.** Officials shall not engage in any sexual conduct while engaging in KVOA or TSSAA events. Sexual conduct shall be defined as flirting, sexual solicitation, physical advances, verbal and non-verbal conduct that is sexual in nature. Sexual conduct shall also include changing cloths/uniforms in areas (locker rooms, parking lots, etc.) accessible/visible to minors, regardless of gender. The schools are required to provide a private room for changing when officials need to change. This association has a “ZERO TOLERANCE” policy regarding sexual misconduct/harassment.

Article VI

Article VI: **Membership.**

Section i: **Membership.** Any person who desires to become a member of the Knoxville Volleyball Officials Association, (KVOA), must meet all requirements of the Tennessee State Secondary School Athletic Association (TSSAA).

Section ii: **Game Fees.** TSSAA sets the match fee for Varsity matches, only. There may be no deviation from the rate set by TSSAA's Board of Control. Match Fees for junior varsity, freshman, middle school, and weekend tournaments are set by the Assigners.

Section iii: The association shall consist of "Co-Assigners", Treasurer, Secretary, Lead Trainer, and a Rules Interpreter.

Section iv: The position of the "Co-Assigners" is TSSAA appointed. The "Co-Assigners" shall oversee all appointed positions as well as track all officials and submit recommendations to TSSAA for consideration to work the State Tournament. Final decision is made by TSSAA. Maintain communication with all Coaches, Bookkeepers, Athletic Directors and Principals and distribute information to all members. The Assigners shall enter all School schedules into the arbiter system for assignments to be made by the "Assigners" and anything else deemed necessary.

Section v: The position of "Co-Assigners" is a position appointed by the TSSAA and shall ensure all communication to officials and prospective officials are clear and concise. "Assigners" shall preside over meetings of KVOA and supervise all meetings, training events as well as pre-season, post-season and in season assignments and anything else deemed necessary.

Section vi: The position of "Lead Trainer" is a position appointed by the Assigners and said Lead Trainer will be responsible for court training, meetings training, and coordination of preseason Play days, Scrimmages and will work alongside the Assigners in the coordination of training opportunities.

Section vii: The position of "Volunteer Rules Interpreter" is a position appointed by the Assigners and said Volunteer Rules Interpreter" shall be responsible for interpreting the volleyball rules for the association in a clear and understandable manner and anything else deemed necessary.

Section vii: Positions may be created/deleted as the Assigners deems reasonable and/or necessary.

Article VII

Article VII: Dues and Fees. Each applicant shall pay an annual fee to KVOA at a rate established by the Assigners. First year officials to KVOA will have their membership dues waived for one year only.

Article VIII

Article VIII: Officers. The officers shall consist of two coassignors, and a lead trainer.

Duties of Officers:

Coassignors:

- Preside over meetings of KVOA.
- Oversee or delegate the supervision of all activities of KVOA.
- File annual reports.
- Rule on all matters of policy.
- Assign matches for KVOA.

Secretary: Coassignor

- Record the minutes of all meetings of KVOA.
- Notify members of meeting dates.
- Maintain accurate membership records.

Treasurer: Coassignor

- Maintain accurate records of all revenue and expenditures.
- Submit financial statement to KVOA (if requested).
- Collect appropriate dues.

Lead Trainer: Appointed by Coassignors

- Coordinate scrimmages/observations with Assignors.
- Provide information regarding training opportunities.
- Record attendance of training activities.