

MIAA POLICY FOR  
MASSACHUSETTS HIGH SCHOOL SPORTS OFFICIALS

In its role of overseeing interscholastic competition between its member schools, with the input of the MIAA Game Officials' Committee, MIAA has established the following qualifications for officials at such contests. When these qualifications are met, officials will be placed on the MIAA approved list.

I. Requirements to officiate high school sports in Massachusetts:

To be on the approved list for officials for MIAA-sanctioned contests, officials must:

- Be at least 18 years of age
- Be a certified member of a MIAA-recognized officials' group for the specified sport
- Provide accurate information on official MIAA Background Check/CORI application and have it officially notarized
- Be cleared through a MIAA background check procedure

NOTE: A local or state officials' board may adopt additional qualifications and requirements for membership as they deem appropriate provided they are no less stringent than those contained herein.

II. Required Background Check:

The MIAA will conduct background checks, including criminal conviction records, of all officials and candidates for inclusion on the approved list. Such checks will be performed every five years beginning with all officials during the 2015-16 school year.

Following the 2015-16 school year, officials will be checked on a five year rotation beginning with fall sports in 2017-18, winter sports in 2018-19 and spring sports in 2019-20.

Subsequently, background checks will be performed on new members. Current members can be subject to a follow-up background check at any time at the discretion of MIAA.

Subject to the review procedures in Section IV, the MIAA reserves the right to exclude or remove an official from the approved list on the basis of such background check if it determines that the officials conduct is contrary to the best interests of its member schools, provided that a criminal conviction shall be considered on its specifics and conviction will not automatically result in exclusion from the list. Should MIAA exclude or remove an official from the approved list as a result of a background check, it will notify the official of that action and provide the results of that background check. The official may request review in accordance with Section IV below.

### III. Standards of Conduct:

The MIAA and its member schools expect that officials will uphold the highest ethical standards. Subject to the review procedures in Section IV, the MIAA reserves the right to exclude or remove an official from the approved list for any conduct that it determines is contrary to the best interests of its member schools. Should MIAA exclude or remove an official from the approved list as a result of a background check, it will share the results of that background check with the candidate or official.

Conduct that is contrary to the best interests of MIAA member schools includes but is not limited to the following:

- Making false or incomplete statements during the application process or providing false or incomplete information to MIAA regarding one's background, including criminal conviction history
- Failure to notify the local board and/or any sport officiating entity and the MIAA immediately, if charged with an alleged crime
- Having been convicted of the following:
  - A) A crime involving the use, possession, or sale of illegal drugs or a controlled substance
  - B) A crime involving the use or threatened use of violence against a person
  - C) A crime that results in the individual being listed on a sex offenders' registry in any state
  - D) Any sexual offense
  - E) Any crime against a minor
  - F) Other due and sufficient causes – Any conduct that, within the discretion of the MIAA, gives rise to a concern for the safety of students or others, or that indicates that the official cannot objectively perform the duties of an official; or that is otherwise inconsistent with the responsibility of the MIAA to the member schools or the student participants

Note: Any applicant or certified official charged with any crime or suspected of any such activity may be suspended immediately without prejudice from officiating pending the outcome of the charges. Dismissed charges might not disqualify an applicant but are subject to review.

### IV. Review Procedures:

If a candidate or an official on the approved list receives written notification that he/she is being considered for exclusion or removal from the approved list as set forth in Sections II and III above, he/she may submit additional information to be considered within ten (10) business days of the date of such written notification. Such information shall be made in writing and addressed to the MIAA executive responsible for background checks. Any applicant awaiting a decision(s) under appeal will not be included on any MIAA approved list of officials until the entire appeal process is completed. The grounds for such review shall be stated in such request, e.g., mistaken identity, rehabilitation, dismissed charges or other justification for consideration. The MIAA executive responsible for background checks shall review the documents submitted, and within ten (10) business days of receipt of the information, shall take one of the following actions.

- a. Place the candidate or official on the approved list;
- b. Exclude or remove the candidate or official from the approved list.

Following action taken in accordance with items 1 or 2 above, the official or candidate may appeal an adverse decision within ten (10) business days of the date of notification that his/her request to be placed on the approved list was denied. To do so, the official or candidate shall file a written appeal with the Executive Director. Upon receipt of such appeal, the Executive Director will establish a committee composed of two (2) MIAA associate or assistant directors and a voting member of the MIAA Game Officials Committee. The committee shall consider the written record, previous information submitted to the MIAA executive responsible for background checks, and afford the official or candidate an opportunity to be heard. After considering the written record and hearing with the official or candidate (if such meeting is held), the committee shall either grant or deny the appeal. The decision will be rendered within ten (10) business days of the meeting. The applicant will be notified via certified mail, within ten (10) business days of the decision, about the outcome of the appeal.