



Inner Piedmont Football Officials

Constitution & By-Laws

CONSTITUTION

By mandate of the NCHSAA, this Association hereby agrees to promote and improve the game of high school football. And we as an Association herein named Inner Piedmont Football Officials, otherwise referred to as the "IPFO", will dedicate ourselves to that mission. To that end, we hereby adopt the following constitution.

ARTICLE I: PURPOSES

The purposes of the IPFO shall be as follows:

1. To assist the Regional Supervisor of Officials, otherwise referred to as the "RSO", in the recruitment, training, and development of competent, experienced officials for the IPFO.
2. To foster a high standard of officiating; to encourage fair play and sportsmanship; and to develop a closer cooperation and understanding among officials, athletic directors, coaches, players, and the public.
3. To work closely with the RSO and the Board of Directors to improve and maintain a high level of communication and understanding between school personnel and football officials.
4. To adopt and undertake such activities as the Board of Directors, RSO and membership shall deem necessary to effectuate these purposes.

ARTICLE II: POWERS

In order to carry out the above purposes, the IPFO shall have the following powers:

1. To select members of the IPFO as representatives to the Board of Directors and to direct the affairs of the IPFO with the aid of the Regional Supervisor of Officials.
2. To grant the Board of Directors authority to assist the RSO in conducting annual clinics, and to offer recommendations to the RSO for the general improvement of officiating in the IPFO.
3. To meet annually or at the request of the RSO or Board of Directors.
4. To disseminate such information as the IPFO shall from time to time deem necessary for the further accomplishments of its purposes.
5. To assess dues and such other assessments as the Board of Directors and the RSO deem necessary.



Inner Piedmont Football Officials

Constitution & By-Laws

ARTICLE III: MEMBERSHIP

1. Membership in the IPFO shall be held only by persons of high moral character who are interested in providing fair and impartial officiating.
2. The requirements of membership shall be provided in the By-Laws of the IPFO.

ARTICLE IV: BOARD OF DIRECTORS

1. The number of members of the Board of Directors shall be specified in the By-Laws provided, however, that such number shall not be less than nine (9).
2. The Board of Directors shall be elected or appointed as outlined in the By-Laws.

ARTICLE V: BY-LAWS

The power to adopt or alter the By-Laws of this Association shall be vested in the Board of Directors and the Regional Supervisor of Officials.

ARTICLE VI: DURATION

The duration of this Association shall be unlimited.

ARTICLE VII: AMENDMENTS

This Constitution may be amended at a Board of Directors meeting by a majority vote of those members present, provided that notice in writing setting forth the amendment to be made has been given to the membership at least ten days in advance of such meeting.



Inner Piedmont Football Officials Constitution & By-Laws

BY-LAWS

ARTICLE I

NAME – OFFICE

Section 1. Name. The name of the Association is the Inner Piedmont Football Officials. (Herein referred to as the "IPFO" or the "Association")

Section 2. Principal Office. The principal office of the IPFO shall be located at the residence address of the Regional Supervisor of Officials (Herein referred to as the "RSO").

Section 3. Mailing Address. The mailing address of the IPFO shall be 2093 Valley View Lane, Lincolnton, NC 28092-9658.

Section 4. Mission Statement. The mission of the IPFO is to educate, elevate and evaluate High School Football Officials for assignment to schools served by the IPFO. And to improve the overall quality and consistency of not only officiating, but also in all that we do in preparation for officiating throughout the territory served by the Inner Piedmont Football Officials.

ARTICLE II

MEMBERSHIP

Section 1. Classification. There shall be only one type of membership in the Association, and all members, except provisional members, shall possess the same privileges and responsibilities.

Section 2. Qualification. Subject to the requirements of this Article, any person who is registered and is in good standing with the IPFO, the North Carolina High School Athletic Association (herein referred to as "NCHSAA"), whose registration has been approved by the Inner Piedmont Football Officials, and who agrees to abide by the By-Laws, other rules, procedures and regulations of the IPFO, and the NCHSAA shall be eligible to become a full member.

Persons requesting full membership after moving into the IPFO area must provide the RSO with credentials as to their qualifications. The RSO, with assistance from the Review Committee as he deems necessary shall have sole authority as to acceptance or rejection of such transfer candidates.

The Regional Supervisor of Officials has the authority to send out the roster of the IPFO to those institutions requesting it, providing he deems it appropriate to do so.

Section 3. Provisional Membership. Persons desiring membership who have no previous officiating experience shall be accepted for the first two years as associate members. Officials must work two years of sub-varsity competition before being considered for advancement to varsity level competition. This requirement is also a prerequisite to becoming a full member. An associate member must have reached his or her eighteenth birthday prior to July 1 for the season he or she wishes to work or have graduated from



Inner Piedmont Football Officials

Constitution & By-Laws

high school. Associate members must participate in a training program which shall include, but not be limited to, rules/mechanics clinics, scrimmages, annual IPFO meetings, and meet all other requirements as set forth by the NCHSAA and the local IPFO rules clinic. Admittance as a full member of the IPFO will be determined by the RSO with assistance from the Review Committee as he deems necessary.

Section 9. Suspension, Probation, and Expulsion. Any member's membership may be withdrawn or suspended, without notice, by the RSO for unethical or immoral conduct, conduct unbecoming of an official, charges or conviction of any misdemeanor or felony involving moral turpitude, refusal to work any game assigned, or for any other willful violation of these By-Laws or any rule or regulation adopted by the IPFO or the NCHSAA. A felony conviction prohibits any official from membership in the IPFO and is reason for expulsion from the IPFO. The Regional Supervisor of Officials, Board of Directors, or the Review Committee may also take such action, including expulsion, suspension, or probation, as is necessary to maintain the integrity and competence of the Inner Piedmont Football Officials.

Section 10. Independent Contractors/Release from Liability. Members of the IPFO shall officiate all games assigned by IPFO as an independent contractor. Members of the IPFO shall hold and also agree to hold Inner Piedmont Football Officials, and Inner Piedmont Football Officials, LLC harmless and free from any liability for injury or damage claimed to have been sustained as a result of any game assigned by the IPFO. This is to include travel to and from the game site. It is understood and agreed that this registration is for one football season only (from the date that the application is approved by the RSO to the date of the last NCHSAA State Championship football game and/or NC-SC Shrine Bowl game. Further, it is understood that registration does not carry any obligation on the part of the IPFO or the Regional Supervisor of Officials for a specific number or type of assignments. Any assignment which is received is subject to cancellation or reassignment by the RSO if he deems such cancellation or reassignment is to be in the best interest of the official or the IPFO. It is highly recommended officials obtain insurance to cover any unforeseen incident or accident.

ARTICLE III

MEMBERSHIP MEETINGS

Section 1. Place of Meetings. Meetings of the Inner Piedmont Football Officials shall be held at a place selected by the Regional Supervisor of Officials.

Section 2. Annual Meetings. The annual meeting of the membership for the election of members of the Board of Directors and the transaction of such other business as may come before the membership shall be held at a time specified by the RSO. It shall be a condition, however, that this meeting be held prior to the first regular season game.

Section 3. Special Meetings. Special meetings of the Association may be called by the RSO.

Section 4. Notice of Meetings - Waiver. Written or printed notice, stating the place, date, day, and hour of the meeting, and, in the case of a special meeting, the purpose for which the meeting is called, should be delivered not less than ten or more than sixty days before the date of the meeting, either personally, by email or by mail, signed by the RSO. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail addressed to the member at the member's address as it appears on the ArbiterSports web



Inner Piedmont Football Officials

Constitution & By-Laws

site, with postage thereon prepaid. Waiver by a member in writing of such notice of a membership meeting, signed by the member whether before or after such meeting, shall be equivalent to the giving of such notice.

Section 5. Voting. To be eligible to vote, each full member must be registered and in good standing with the IPFO, and be fully paid up in his or her dues to the IPFO and the NCHSAA. Each full member shall be entitled to cast one vote for each member to be elected to the Board of Directors. Each member must be present at the meeting to cast a vote. Each election will provide the opportunity for additional nominations to be made for each office before the nominations are allowed to close. The RSO or designee reserves the right to ask for a motion to close the nominations in the event that additional nominations have not been made.

ARTICLE IV

BOARD OF DIRECTORS

Section 1. Number and Qualifications. The number of the Board of Directors shall be at least nine (9). Four officials shall be on the IPFO Board of Directors. The IPFO membership shall elect one official from each region at their Annual Meeting to the Board of Directors. In order to insure geographical representation, no two officials shall be elected from any one clinic that they normally attend. Four other board members shall be non-officials and shall include one Athletic Director, two Head Football Coaches, and a school Principal or school system Administrator, all from schools/districts being served by the IPFO. The RSO shall serve on the Board of Directors as the ninth member and shall vote only in the event of a tie or to comprise a quorum. The RSO shall conduct business relating to elections, etc. during the IPFO meeting. The RSO, or designate, shall record all minutes of the IPFO meetings. An official must have at least five years in the IPFO in order to be elected to the Board of Directors by the IPFO membership.

Section 2. IPFO Regions. For representation on the Board of Directors, the IPFO shall be separated into two regions, those being the North/West Region (Boone, Morganton, Bi-County) and the South/East Region (Hickory, Statesville, Gastonia).

Section 3. Terms/Term of Office. Two officials, one from each Region, shall be elected by the membership for two year terms and no elected member may serve more than two terms consecutively. An official must have at least five years in the IPFO in order to be elected to the Board of Directors. The RSO shall serve for as long as he/she holds the position of Regional Supervisor of Officials. The remaining Board members shall be appointed by the RSO and shall serve as so deemed by the RSO. These Board Members terms/terms of office shall be at the discretion of the Regional Supervisor of Officials.

Section 4. Vacancies. A vacancy created by an elected board member on the Board of Directors may not be filled except by an election at an annual meeting of the membership for that purpose. The member elected to fill the vacancy shall serve out the unexpired term of the member causing the vacancy. The RSO shall fill all other vacancies.

Section 5. Removal. Elected members of the Board of Directors may be removed from office for any cause deemed by the membership to be in the best interest of the IPFO by a majority vote of the membership at any regular or special meeting of the membership. If any member is so removed, a new member may be elected at the meeting to fill the unexpired term of the removed members. No elected member shall be subject to be removed from office at a membership meeting unless they have first received five days' notice of the



Inner Piedmont Football Officials

Constitution & By-Laws

meeting, which notice shall advise that among other matters to be considered is the subject of their removal from office. Appointed members may be removed from office for any cause deemed by the remainder of the Board of Directors or by the RSO to be in the best interest of the Inner Piedmont Football Officials.

Section 6. Compensation. The Board of Directors shall not receive compensation for their services.

Section 7. Duties. It shall be the duty and responsibility of the Board of Directors to adopt such rules and regulations as it deems to be in the best interest of the IPFO in carrying out the purposes and objectives of the IPFO as set forth in the Constitution.

ARTICLE V

BOARD OF DIRECTORS MEETINGS

Section 1. Regular Annual Meetings. The Board of Directors shall meet annually at a time specified by the Regional Supervisor of Officials.

Section 2. Special Meetings. Special meetings can be called by the RSO.

Section 3. Notice of Meetings. It shall be the duty of the RSO to notify all members of the Board of Directors at least two days before a meeting.

Section 4. Quorum. Five members of the Board of Directors shall constitute a quorum for transacting business.

Section 5. Voting. Except as otherwise provided in these By-Laws, the act of the majority of the members present at a meeting at which a quorum is present shall be the act of the Board of Directors.

Section 6. Informal Action. Action taken by a majority of the members without a meeting is, nevertheless, Board of Directors action. This action can be taken by the Regional Supervisor of Officials when conditions warrant.

Section 7. Teleconferencing. Teleconferences or videoconferences are permitted to conduct business by the Board of Directors when deemed necessary.

ARTICLE VI

OFFICERS

Section 1. Regional Supervisor of Officials. The Regional Supervisor of Officials (also referred to as "RSO") shall be the principal officer of the Inner Piedmont Football Officials. The RSO shall supervise all officials and delegate this authority whenever the RSO deems it necessary. The RSO shall keep accurate records of all officials of the IPFO and shall make all game assignments. The RSO shall preside at all IPFO meetings and Board of Directors meetings.



Inner Piedmont Football Officials

Constitution & By-Laws

Section 2. Appointment of Regional Supervisor of Officials. In the event the office of Regional Supervisor of Officials is vacated, the procedure for “Selection Process for Regional Supervisor of Officials” as established by the NCHSAA shall be followed to replace the vacated position.

Section 3. Officers. The Secretary/Treasurer of the IPFO shall be appointed by the RSO at the Annual Meeting. Term limits shall be three years and may be served consecutively.

All monies collected by the Treasurer and/or RSO shall be held for the benefit and use of the Association by Inner Piedmont Football Officials, LLC. This money shall be used for training purposes, social expenses of the IPFO and any other purpose that will enhance the officiating skills of the membership. These fees shall pay for the services of the Regional Supervisor of Officials, Technical Advisors, Clinic Administrators and related expenses. Fees shall also fund the Annual IPFO Meeting and related expenses, legal and business expenses of the Association, and all expenditures associated with the development and maintenance of the IPFO website. Expenses may also include training expenses of any kind, such as video equipment and training media, and any other expenses that will improve the communication and officiating skills for the betterment of the IPFO. All other uses of these fees will be determined through a joint effort between the Review Committee, the Education Committee and the RSO with final approval vested in the Board of Directors.

ARTICLE VII

COMMITTEES

Section 1. Review Chairman/Committee. The Review Committee shall consist of at least four officials each of whom is appointed by the RSO and serve at his discretion. The Review Committee Chairman shall be appointed by the RSO and shall serve a one year term and may serve consecutive terms at the discretion of the RSO. The Review Committee shall be empowered to take such action as deemed necessary and/or appropriate, including probation, suspension, and/or expulsion, as is necessary to maintain the integrity and competence of the IPFO for such other reasons as are determined to be in the best interest of the Inner Piedmont Football Officials. The Board of Directors can also take Review Committee action when conditions warrant. Any member whose membership has been suspended or withdrawn may appeal to the Board of Directors as a whole, whose decision will be final and irrevocable. Duties of the Review Committee include, but are not limited to, assisting the RSO with decisions regarding the official's accountability and performance with respect to the level games assigned. Other duties of the Review Committee shall be to assist the RSO in any way that he deems necessary. In order to be appointed to this committee, an official must be a member of the Association for at least five years.

Prior to the beginning of each season, the Review Committee and the RSO will meet to review, evaluate and discuss the officials on the previous year's roster and any former officials who desire readmission as active members of the IPFO. A former official is one who has been inactive for one or more seasons.

Acceptance of prospective new members and members who wish to transfer to the IPFO from other areas will be left to the discretion of the RSO according to his needs for officials. However, the RSO may enlist the help of the Review Committee and other officials to screen prospective applicants.



Inner Piedmont Football Officials

Constitution & By-Laws

The RSO may, at any time during the season, call a meeting of the Review Committee if he feels it necessary to evaluate an official whose ability has become suspect. Also, members of the Review Committee are expected to evaluate officials at the request of the RSO throughout the season. The Review Committee's recommendation to the RSO is not an issue in which a grievance can be filed.

Section 2. Grievance Chairman/Committee. The Grievance Committee shall consist of at least four officials appointed by the RSO and will serve at his discretion. A chairperson shall be appointed by the RSO. In order to be selected to this committee, the official shall have been a member of the IPFO for at least five years. The Grievance Committee shall hear grievances only after such grievances have first been presented to the RSO as provided for in these By-Laws.

Section 3. Grievance Process. Any football official registered with the IPFO and the NCHSAA may file a grievance. A football official wishing to initiate a grievance with the Grievance Committee shall first discuss the problem(s) with the Regional Supervisor of Officials and present the RSO with a written description of the problem(s) via email. The RSO is strongly encouraged to have a third party of his choice present on any phone conversations or during any face-to-face conversations with the grievant regarding the grievance. If, after having discussed the problem(s) with the RSO and having presented him with a written description of the problem(s), the Association member feels that he/she has been treated unjustly, such member may initiate a grievance with the Grievance Committee. Any IPFO member who is the subject of the grievance shall have the same rights as the person initiating the grievance.

The following procedure shall be used for all grievances:

1. A written request for a grievance hearing that includes the reasons for the grievance shall be delivered to Chairperson of the Grievance Committee within fourteen days of the disciplinary action or other act or condition that is the subject of the grievance. The grievant must state exactly what the grievance is and shall include a proposed settlement offer.
2. Within fourteen days of receipt of the written hearing request the Chairperson shall convene the Grievance Committee for the hearing. The grievant, the RSO, and other committee representatives may be present during the hearing. A simple majority vote by the Grievance Committee shall determine whether the grievance is sustained or denied.
3. If the Grievance Committee rules in favor of the grievant by reversing or otherwise altering the decision or action of either the RSO or the Review Committee, the RSO or Review Committee Chair has the right to appeal the Grievance Committee decision to the Board of Directors. Such appeal request must be made in writing to the Board Chairman, with a copy to the grievant, within three days of receipt of the Grievance Committee decision.
4. If the Grievance Committee denies the grievance, its decision is the final decision of the Inner Piedmont Football Officials except in the following situation: If the grievant has evidence that the Grievance Committee failed to follow the rules and procedures set out in these By-Laws, he or she may appeal to the Board of Directors on that ground alone. Such appeal request must be made in writing to the Board Chair, with a copy to the RSO, within three days of receipt of the Grievance Committee decision.
5. In cases to be heard by the Board of Directors, each party may submit a written statement to be considered by the Board. The Chair of the Board of Directors shall convene a meeting of the Board of Director's, or a discussion of the matter by the Board through email, within seven days of receipt of the request for an appeal to the Board described above. No new evidence may be presented at the Board appeal except upon a finding by the Board that the new evidence is critical to the matter at



Inner Piedmont Football Officials

Constitution & By-Laws

issue and the party making the request could not, with reasonable diligence, have discovered and produced the evidence at the hearing before the Grievance Committee. The Board of Directors shall issue its decision in writing and email and mail it to all parties within five days of the completion of its meeting to consider the grievance appeal. The decision of the Board of Directors shall be the final decision of the Inner Piedmont Football Officials.

6. If the final decision of the Grievance Committee or Board of Directors according to process set out in these By-Laws is to overturn a grievant suspension or termination, the grievant shall not be entitled to any compensation or other damages for any lost game assignments.
7. Records shall be kept on all appeals and hearings and maintained for at least four years by the Chairman of the Grievance Committee and passed on to his or her successor.

Section 4. Education Chairman/Committee. The Education Committee shall consist of at least four officials appointed by the RSO and shall serve a one year term and may serve consecutive terms, at the discretion of the RSO. The Education Committee shall be tasked with providing the membership with the necessary training and communication required to increase the officiating competence of the IPFO. These responsibilities include, but are not limited to, assisting the RSO in developing clinic outlines, PowerPoint presentations, seeking training media marketed by other professional organizations, increasing the usefulness of the IPFO website, etc. to aid in the education and advancement of the IPFO member officials. Mechanics, rules, professionalism and other areas of growth opportunities that support the Mission Statement shall be addressed by this committee.

ARTICLE VIII

MEETINGS FOR RULES STUDY AND MECHANICS

Section 1. Rules Study. The first meeting for rules study and mechanics (hereinafter "Clinic Meetings") shall be held as scheduled by the approved Clinic Administrators. Regular Clinic Meetings shall continue thereafter per the schedule developed by each Clinic Administrator until terminated by the RSO. Clinic Administrators shall be approved by the RSO with advice from the Board of Directors and local clinic attendees.

Emergency and special clinic meetings, either for an individual service area or for a certain segment of membership (e.g.: provisional official, probationary officials, etc.) may be called at the discretion of the Regional Supervisor of Officials.

Members will be expected to attend as many clinics as possible; however a minimum of six must be attended.

Section 2. Rules Meeting. Rules and Mechanics meetings shall start no later than the second Tuesday in July. Each Clinic Administrator shall take attendance at each of his or her clinic meeting and shall turn over the record of attendance to the RSO.



Inner Piedmont Football Officials

Constitution & By-Laws

ARTICLE IX

DUES - FISCAL YEAR

Section 1. Annual Dues. Each full or provisional member of the IPFO shall pay a booking fee equal to one varsity football fee to the Regional Supervisor of Officials as set forth by the NCHSAA. Other fees and fines as established by the RSO shall be paid-in-full by the dates prescribed the RSO. Non-payment shall be grounds for immediate suspension and/or removal from any and all game assignments until such fee is paid.

Section 2. Delinquent Booking Fees. Officials who are in arrears of payment of their booking fee will not be assigned to IPFO games until such time as payment is made. Registration fees collected after the initial due date are subject to a \$25.00 late fee. Fees received after the registration deadline will be returned to the official and he shall not be registered for that season. All member registration fees must be accompanied with a signed IPFO "Application for Registration". Unsigned applications will be returned to the applicant along with his/her registration fee and shall be considered delinquent.

Section 3. Other Fees/Fines. Any assignment, including regular and postseason assignments, returned to the RSO after such assignment was accepted in the Arbitrator is subject to a one-game suspension in kind. These assignments also include preseason scrimmages assigned by the local Clinic Administrator. The RSO may waive the suspension under special circumstances.

A member who receives an assignment to officiate a football game from the RSO shall not transfer or otherwise assign that assignment to another member of the Association or to any other person. A violation of this section shall result in that member's suspension, expulsion or such other additional penalty as the RSO may deem appropriate.

Section 4. Scrimmage Fees. Scrimmage fees will be retained by the Association. These fees shall pay for services and expenses as listed in *Article 6, Section 3 - Officers*.

Section 5. Fiscal Year. The fiscal year of the Association shall be from January 1st. to December 31st.

ARTICLE X

CODE OF ETHICS

Members of the Inner Piedmont Football Officials shall conduct themselves at all times in a professional, honest and intelligent manner and shall abide by the following specific code of ethics (not all inclusive and subject to change at the discretion of the RSO):

1. The official shall be proficient in learning all rules of the game and shall administer said rules firmly, conscientiously, courteously, and impartially.
2. The official shall honor all game assignments and be punctual in his or her arrival at game sites. Business casual dress is required to and from the games in order to promote a professional atmosphere.
3. The official shall be properly attired in a neat, clean and correct uniform and shall have no facial hair other than a neatly trimmed mustache.



Inner Piedmont Football Officials

Constitution & By-Laws

4. The official shall learn and practice adopted high school officiating mechanics at all times.
5. The official shall cooperate with and assist fellow officials working in the same game.
6. The official shall keep him or herself in the best physical condition and strive for a good mental attitude.
7. The official shall maintain a professional demeanor and make no further contact with the coaches, players or fans other than is necessary to carry out his or her officiating duties.
8. The official shall refrain at all times from using profanity in the presence of any player, coach or fan.
9. The official shall not partake of alcoholic beverages the day of an assignment until completion of his/her assigned game and after he/she has left the premises.
10. The official shall not smoke or use tobacco products on school grounds.
11. Any official is encouraged to offer constructive criticism and advice to a fellow official for the sole purpose of aiding in the development of that official. The official shall never criticize a fellow official for any act of omission or commission unless such criticism or judgment is requested by the RSO, and in the event of such request, the criticism shall be directed to such persons making the request.
12. The official shall refer all press, radio and television inquiries to the RSO.
13. The official shall be loyal to the Inner Piedmont Football Officials.
14. The official shall never discuss fees or game assignments with schools.
15. A felony conviction prohibits any official from membership in the IPFO and is reason for expulsion from the Association.
16. Any official that is found guilty of conduct inconsistent with a wholesome athletic environment, which includes the use of profanity and the threatening or verbal abuse of fans, players, school officials, or fellow IPFO members, may be reprimanded, placed on probation, or dismissed at the discretion of the Review Committee, the Board of Directors, or the RSO which could extend for a specified period of time, possibly into and through the next football season if deemed necessary.
17. The official understands that registration with the IPFO does not obligate the RSO to assign the official to a particular number or type of games, nor a particular designation at a particular position on the field.
18. The official shall notify the RSO of any conflicts that he/she may have with a school or official that would be considered a conflict of interest. The conflict could include any relationship that the official or his immediate family has with the school. Failure to inform the RSO of such a conflict is subject to a forfeiture of future assignments.
19. Failure to abide by this Code of Ethics may subject an official to disciplinary action, up to removal from the IPFO approved roster.

ARTICLE XI

OFFICIALS' RULES AND POLICIES

1. The referee is responsible for crew confirmation regarding travel arrangements, uniform, and game administration. The referee shall be specific when making travel arrangements – indicating the time, day, date, meeting place, vehicles involved, etc. If a crew member fails to contact the referee 96 hours (four days) before the day of the game, the referee shall attempt to contact the official. If contact cannot be made, the referee shall contact the RSO. The RSO shall either try to contact the official, or replace the official.



Inner Piedmont Football Officials

Constitution & By-Laws

2. Officials are expected to be on time for ALL games and clinics. They are reminded that it is their responsibility to be dressed in the appropriate uniform and be prepared to participate in the pregame conference no later than 60 minutes prior to a varsity game time. Tardiness to games is subject to probation. Once placed on probation, subsequent tardiness may result in suspension.
3. No-show for a game assignment is unacceptable. The first no-show without just cause will result in an immediate two game suspension (losing the next two games in kind that are to be assigned) imposed by the RSO. A second no-show without just cause will result in immediate dismissal from the IPFO and forfeiture of all remaining assigned games.
4. All officials are required to notify the RSO of all closed dates via Arbiter. Closed dates must be maintained and up-to-date in Arbiter at all times throughout the season.
5. Under any circumstances, officials are not to discuss fees with schools. If an official has not been paid or pay arrangements have not been made, please notify the RSO immediately.
6. Every official shall work at least three high school scrimmages.
7. Officials shall be in shape and must demonstrate the stamina required of his/her position.
8. Officials shall not make statements to ANYONE criticizing the game. Comments or questions on calls made during the game should be made to fellow game officials or the RSO, away from the public.
9. A pre-game conference conducted by the referee is mandatory. Officials shall participate in order to insure that the crew is properly prepared for the game.
10. If poor weather causing a postponement is possible, the referee shall contact the home team's head coach or athletic director after 2:00PM to find out if the game is to be played. The referee shall contact the other officials if the game is not to be played. He shall then inform the RSO of the game's rescheduled date and the crew confirmation.
11. Officials should report any unusual occurrences in a contest (teams leaving sideline area, fights, etc.) to the RSO within 24 hours of the occurrence. In the event that an ejection or disqualification occurs, the ejecting official will report the event on the NCHSAA web site and in accordance with NCHSAA policy.
12. Officials shall review game assignments immediately upon receiving them to make sure there are no duplications, errors or conflicts.
13. Under no circumstances is any official to contact the NCHSAA Supervisor of Officials or any other NCHSAA administrator at their home residence. Disregard of this policy is subject to disciplinary action.
14. Officials are to leave the field, under escort, as quickly as possible upon completion of the game. The IPFO requires that officials and coaches not contact each other at half-time or following any contest except in emergency situations.
15. Officials should conduct themselves at all times in a manner that will reflect honor upon this avocation and this Association. Treat players, coaches, and sideline personnel in a courteous and professional manner.
16. In the event that only four officials arrive for a game that was scheduled for a five person crew, DO NOT call any other officials to come to the game unless directed to by the RSO. If it is not possible to reach the RSO, work the game with a four person crew. Contact the RSO as soon as feasible to inform him as to what happened.
17. Shorts shall not be worn during any scholastic game scheduled by the IPFO. Shorts may be worn at pre-season scrimmages, training clinics or similar events. Crew members shall dress alike. Shirt sleeve length and coat usage shall be determined by the referee. Failing to dress properly for any contest is subject to a one game suspension.



Inner Piedmont Football Officials
Constitution & By-Laws

18. Failure to abide by these rules may subject an official to disciplinary action, up to removal from the Inner Piedmont Football Officials approved roster.
19. The official understands that registration with the Inner Piedmont Football Officials does not obligate the Association or the RSO to assign the official a particular number or type of games, nor a particular officiating position on the field.

ARTICLE XII

BY-LAWS ADOPTED/TERMINATION

By-Laws adopted by the Board of Directors at the April 1, 2013 meeting.