



Inappropriate Conduct Towards Licensed Officials Penalty Guidelines

Introduction

These *Inappropriate Conduct Towards Licensed Officials Penalty Guidelines* ("Guidelines") have been prepared to inform the Federation membership of the types and ranges of penalties that have been imposed for rule violations based on the categories below. These Guidelines also assist the Hearing Committee Panels in the imposition of consistent and efficient penalties.

Penalty Range is a Guideline Only

The penalty types and ranges below are simple guidelines and are not mandatory. These Guidelines are intended to provide a basis upon which discretion can be exercised consistently in like circumstances but are not binding on the Hearing Committee Panels. Depending on the facts and circumstances of each case, a Hearing Committee Panel may determine that no purpose is served by imposing a penalty within the range provided in these Guidelines. In some cases, a penalty below the stated range, or no penalty at all, may be warranted. Conversely, a Hearing Committee Panel may determine that the facts and circumstances of a specific case may call for the imposition of penalties above or otherwise outside of a stated range. Examples include but are not limited to, prior rule violations, egregious misconduct, the need for increased deterrence, or certain policy considerations.

Hearing Panel Discretion

Federation Hearing Panels must always exercise judgment and discretion and consider appropriate aggravating and mitigating factors in determining appropriate penalties in every case. In addition, whether the penalties are within or outside of the range stated in the Guidelines, Hearing Panels must identify the basis for the penalties imposed.

Penalty Categories and Guidelines

All categories below include return for redistribution all trophies, prizes, ribbons, and monies won at the competition.

I. Category I – Behaving in an unsportsmanlike manner towards a Licensed Officials, which may include phone calls, text messages and emails to a Licensed Official during a competition.

- First offense - Censure and \$1,000 - \$2,000 fine.
- Second offense - Suspension up to 1 month and \$1,500 - \$3,000 fine.
- Third offense - Suspension of 2+ months and \$3,000+ fine.

II. Category II – Behaving in a manner intended to intimidate a Licensed Official.

- First offense - Suspension of 1+ months and \$1,500+ fine.
- Second offense - Suspension of 4+ months and \$4,000+ fine.
- Third offense - Suspension of 7+ months and \$7,000+ fine.

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III. Category III – Use of social media platforms to disrespect a Licensed Official, verbally disrespecting or abusing a Licensed Official in-person on or off the competition grounds and approaching a Licensed Official without following the applicable USEF rules.

- First offense - Suspension of 4+ months and \$4,000+ fine.
- Second offense - Suspension of 7+ months and \$7,000+ fine.
- Third offense - Suspension of 15+ months and \$15,000+ fine.

IV. Category IV – Repeated behavior defined in Category I, Category II, Category III, or a combination of Categories.

- First offense - Suspension of 9+ months and \$9,000+ fine.
- Second offense - Suspension of 15+ months and \$15,000+ fine.
- Third offense - Suspension of 30+ months and \$30,000+ fine.