



MARYLAND WRESTLING OFFICIALS ASSOCIATION

**Maryland Wrestling Officials Association
(MWOA), Inc.**

Constitution & By-Laws

**November 5, 2018 Version
All Other Editions are Now Obsolete**

**CONSTITUTION OF THE
MARYLAND WRESTLING OFFICIALS' ASSOCIATION (MWOA), Inc.**

**Article I
Name**

Section 1. The name of the organization shall be the Maryland Wrestling Officials' Association.

**Article II
Objectives**

Section 1. The objectives of the Maryland Wrestling Officials' Association shall be:

- (a) To promote a better understanding of wrestling rules and customs among coaches and officials for the betterment of the sport.
- (b) To construct and administer written and practical tests for the selection of qualified officials.
- (c) To initiate and maintain standards of efficiency and consistency among the members of the Association.
- (d) To protect and improve all interests pertaining to the members of the Association.

**Article III
Powers**

Section 1. The powers of the Maryland Wrestling Officials' Association shall be:

- (a) To direct, manage, supervise and control the business, property and funds of the Association.
- (b) To select, examine, nominate and sponsor wrestling officials for the Association.
- (c) To recommend qualified officials to the Commissioner and schools with which this organization has working agreements in order that this organization's personnel will officiate all such matches or events under their jurisdiction.

- (d) To accept and promote the constitutional objectives of the Maryland Wrestling Officials' Association.

Article IV
Rights and Responsibilities of MWOA Membership

Section 1. The Maryland Wrestling Officials' Association shall consist of members who have been accepted and certified in the manner provided in the By-laws and continue to comply with this Constitution and its By-laws as adopted or amended.

- A. Full membership is a voting membership with all privileges in accordance with the Constitution and By-Laws.
- B. Probationary membership is a non-voting membership with all privileges in accordance with the Constitution and By-Laws.
- C. Inactive membership is a non-working membership of one (1) year's duration with all privileges in accordance with the Constitution and By-Laws.
- D. Honorary Life membership is a non-dues paying and non-voting membership with all privileges in accordance with the Constitution and By-Laws.
 - 1. This membership shall be determined by the Board of Directors with the approval of the general membership.
 - 2. This membership should express the Association's desire to recognize the outstanding efforts of an individual as related to the purposes of the organization.
 - 3. Criteria to be considered by the Board of Directors when authorizing Honorary Life Membership (one or more of the criteria below):
 - a. Twenty-five (25) years of service to the MWOA.
 - b. Rated as a Top 10 official for fifteen (15) years or more.
 - c. Outstanding contribution as an officer in the MWOA.
 - d. Outstanding contribution as a non-officer in the MWOA.
 - e. Outstanding contribution to the sport of wrestling.
 - f. Any other compelling rationale that, in the judgment of the Executive Board, warrants such a prestigious appointment.
 - 4. Honorary Life Members who may choose to serve as active officials will be charged annual dues while officiating.

Section 2. Members of the Association pledge themselves to be bound by all rulings decided by the elected Board of Directors. Any individual of the Association who shall

violate any of the rules, regulations, policies, Constitution or Bylaws of the Association shall be subject to disciplinary action in accordance with the Constitution and By-laws.

Section 3. Members of the Association also pledge themselves to be bound by the NFHS Association's Officials Code of Ethics contained in the current year NFHS Wrestling Rules Book. Any individual of the Association who violates any portion of the "Code of Ethics" shall be subject to disciplinary action in accordance with the Constitution and Bylaws.

Section 4. General Requirements.

- (a) For the failure to comply with the Constitution and Bylaws, the established authority, policies or regulations of the Association, delinquency in the payment of assessments or authorized charges, violation of the NFHS Association's Officials Code of Ethics, or for any other conduct conclusively established to be contrary to the best interests of the Association or conduct which reflects discredit upon the Association, a member may be reprimanded, placed on probation or suspension for not more than one year, be expelled, fined, have their membership revoked, and/or suffer the immediate and indefinite reassigning of all previously assigned matches and/or tournaments until further notice.
- (b) A reprimand is a letter from the President, authorized by the Board of Directors, rebuking an individual for having violated the rules, regulations, policies, NFHS Association's Officials Code of Ethics, Constitution or Bylaws of the Association.
- (c) A member on probation is subject to being listed out of sequence in the Association directory and supplements thereto under the heading of "Probation."
- (d) A suspended member shall be defined as one who loses all rights and privileges of membership for a period not to exceed one (1) year from the date of suspension. A suspended individual may not accept assignments or officiate as an official of the Association during the period of suspension or subsequent to the individual's name being stricken from the membership rolls as a result of later resignation, revocation, or expulsion.
- (e) A member whose membership is revoked by virtue of a violation of the Constitution or Bylaws shall be defined as an individual who loses all rights and privileges enjoyed with the Association. A revoked individual may not accept assignments or officiate as an official of the Association as of the date of revocation. An individual whose membership is revoked may again reapply as an applicant or probationary official of the Association after

waiting one (1) calendar year from the date of the revocation, unless membership is revoked solely as a result of a violation of By-Law VI.

- (f) An expelled member shall be defined as an individual who loses all rights and privileges enjoyed with the Association upon the date of expulsion. An individual who is expelled will forever lose the ability to officiate as a member or applicant of the Association. An expelled member shall never again regain the ability to reapply as an applicant or probationary official of the Association.

Section 5. Member and Due Process.

- (a) Charges of violations of the rules, regulations, policies, NFHS Association's Officials Code of Ethics, Constitution or By-laws of the Association, may be made by members, applicants, or coaches in writing to the President. The President shall inform the Board of Directors of the charges promptly. The Board of Directors shall then schedule a hearing date to take place at the next scheduled Association meeting date. If this scheduling is not feasible, then another agreeable date may be chosen.
- (b) A member charged with a violation of the rules, regulations, policies, NFHS Association's Officials Code of Ethics, Constitution or By-laws of the Association shall have the right to a hearing before the Board of Directors. At anytime after filed charges and only by a three-fifths (3/5's) majority vote of the Board of Directors, an individual being charged with any such violation(s) is subject to the immediate reassigning of all previously assigned matches and/or tournaments until a final ruling is rendered by the Board of Directors regarding the violation(s).
- (c) The President shall notify the charged individual by Certified Mail, "Return Receipt Requested," and regular mail of the date, time and place of the hearing, the nature of the charge(s), and the name of the person(s) so charging the individual. The individual will be informed that he/she may present witnesses and evidence. The individual charged shall be afforded five (5) calendar days to prepare for any scheduled hearing.
- (d) The hearing shall be before the Board of Directors. Five (5) members of the board of Directors present shall constitute a quorum at any meeting of the Board of Directors.
- (e) Upon hearing a charge of violation of the rules, regulations, policies, NFHS Association's Officials Code of Ethics, Constitution or By-laws of the Association, a majority vote of those members of the Board of Directors present at a duly constituted meeting shall be the action of the Association.

Section 6. Right to Appeal.

An individual who has been subject to discipline by the Board of Directors, including but not limited to fines, placement on probation, and being suspended or expelled, may appeal to the Board of Directors of the Association for reconsideration; so long as that individual sends written notice to the President of his intention to appeal the Board of Directors' ruling within twenty (20) calendar days of the initial hearing date. Upon receipt of such request, the President shall advise the Board of Directors. The President shall notify the charged individual by Certified Mail, "Return Receipt Requested," and regular mail of the date, time and place of the hearing regarding the individual's appeal. The hearing date will be held at the next regularly scheduled Association meeting date or at any other time as may be deemed appropriate by the Board of Directors.

Section 7. Reinstatement, Readmission, Reapplication.

- (a) Any suspended individual seeking reinstatement must make a written application to the President of Directors, and must receive a three-fifths (3/5's) vote of the Board of Directors at the next regularly scheduled Association meeting to be reinstated. In the event such individual does not make application within sixty (60) days after the period of suspension has expired, the member shall be deemed to have resigned from the Association.
- (b) A suspended individual, to be eligible for reinstatement, must continue to attend required meetings, and pay all dues, fees and assessments during the period of suspension. A suspended individual who fails to meet these requirements during the period of the individual's suspension remains on suspension for a period not to exceed one (1) year from the date of the suspension and may only reapply for reinstatement after first fulfilling all financial requirements to the Association as provided for under the Constitution and Bylaws.
- (c) A revoked individual seeking to reapply to the Association may again reapply as an applicant or probationary official of the Association after waiting one (1) calendar year from the date of the revocation and may only reapply after first fulfilling all financial requirements to the Association as provided for under the Constitution and Bylaws. An individual revoked solely as a result of that individual's failure to pay all fees, assessments, and dues owed to the Association is not required to wait one (1) calendar year to reapply, but may reapply to the Association in accordance with By-Law VI..
- (d) An expelled individual shall never regain the ability to reapply as an applicant or probationary official of the Association.

Section 8. Any member of the Association who officiates with a non-working, suspended or expelled individual shall immediately report that fact to the President.

Section 9. The Commissioner shall keep on file and have available for inspection a current membership roster denoting the status of all members as to eligibility to officiate as a member of the Association. The membership roster shall be available for inspection at such reasonable times as determined by the Board of Directors and shall be forwarded in accordance with the Commissioner's office practice.

Section 10. All members are independent contractors of the MWOA. In no manner will membership with the MWOA constitute an employer/employee, master/servant, or principal/agent relationship with the MWOA. Although the conduct, performance, and training of all members is to be done under the direction and to the satisfaction of the MWOA, this conduct does not render the MWOA to be classified as an employer, principal, or master of the member nor will this conduct render the member to be classified as an employee, agent, or servant of the MWOA.

Section 11. The Annotated Code of Maryland, Criminal Procedure Article, §11-722, dictates that a person who enters into a contract with a county board of education or a nonpublic school may not knowingly "employ" an individual to work at a school if the individual is a registrant appearing upon the Maryland Sex Offender Registry. As a result, the MWOA requires that its independent contractors be properly screened against the Maryland Sex Offender Registry prior to commencement of officiating wrestling in any venue serviced by the MWOA. The Board of Directors must ensure that registered sex offenders do not officiate on behalf of the MWOA. Any member's identity appearing upon the Maryland Sex Offender Registry at anytime will be subject to immediate revocation of membership.

Article V Officers

Section 1. The officers of the MWOA shall be a President, First Vice-President, Second Vice-President, Secretary, Treasurer, a non-voting MWOA Historian, and two (2) Directors. One Director shall be a member with seven (7) years of less of full membership status and one Director shall be a member with eight (8) or more years of full membership status. The duty and authority of each officer shall be defined in the Constitution and By-Laws.

Section 2. The President, First Vice-President, Secretary, Treasurer, two (2) Directors shall be elected at the final regular meeting of the wrestling season in the odd years of the calendar. Each officer shall serve a two (2) year term, with the exception of the Historian. No officer shall serve in the same capacity of more than two (2) consecutive terms, with

the exception of the Historian and Treasurer. Each elected officer shall assume the responsibility of that office on April 1 of each election year.

Section 3. The Second Vice-President shall be the immediate past president of the organization and shall have equal authority as other Board members with duty as defined in the By-Laws. The term of office will be two (2) years.

Section 4. All officers shall serve until their successors are elected.

Section 5. A vacancy occurring in any elected office between elections shall be filled in the manner prescribed in the By-Laws.

Article VI Board of Directors

Section 1. The Board of Directors shall consist of the President, First Vice-President, Second Vice-President, Secretary, Treasurer, the MWOA Historian (non-voting), and two (2) Directors.

Section 2. The Board of Directors shall define the policies and shall have full administrative authority in all matters of the Association subject to the approval of the quorum present.

Article VII Meetings

Section 1. Meetings of the MWOA shall be held each wrestling season in compliance with the following list:

- (a) Two meetings before the first scheduled dual meet of the season.
- (b) One meeting each in the months of December, January, and February.
- (c) Any additional meetings called by the President with the approval of the Board of Directors.

Section 2. The order of business for each meeting shall be determined by the President.

Article VIII Committees

Section 1. The President, by and with the consent of the Board of Directors, **may** appoint a committee on finance consisting of three (3) members of the Association and shall designate one (1) as Chairman. The Committee on Finance shall perform such administrative duties as may be defined by the Board of Directors.

Section 2. Standing committees, as prescribed in the By-Laws, shall be appointed by the President, and they shall perform such duties as may be defined in the By-Laws or as may be authorized by the Board of Directors.

Section 3. Special committees may be appointed by the President whenever it may be deemed necessary or advisable by a majority of the Board of Directors. These committees shall perform such duties as may be authorized by the Board of Directors.

Article IX Revenue

Section 1. Each member of the Association shall pay to the MWOA, with the exception of all Honorary Life members who are not actively officiating, their annual membership dues. The dues for the next season are due on the date of the last regular meeting of the current season and the payable not later than thirty (30) days thereafter. Any member failing to pay the dues before the deadline will be billed a late fee.

Section 2. Dues for all Probationary members for the next season shall be paid within thirty (30) days after their election and notification of full membership. Failure to do so will result in a late fee assessment.

Section 3. Any member withdrawing from the Association for a proper cause, as determined by the Board of Directors, prior to November 30, will have their dues refunded in full upon receipt of written notification by the Treasurer.

Section 4 The fiscal year of the MWOA shall correspond to a calendar year, from January 1 through December 31 of that year.

Article X Commissioner

Section 1. The Commissioner of the MWOA shall be selected by the Board of Directors and approved by a simple majority of the membership. The Commissioner's duty and authority shall be such as defined in this Constitution and By-Laws.

Section 2. The Commissioner's tenure shall be for a one (1) year period, effective August 1 to July 31 of the following calendar year. The Commissioner and the Board of Directors shall enter into a one (1) year contract. The Commissioner may serve more than one (1) consecutive term.

Section 3. The Commissioner may be a member of the MWOA.

Section 4. The Commissioner will have a committee of two (2) regular members of the MWOA whose duty, authority and selection will be such as defined in the By-Laws.

Article XI Use of Name and Emblem

Section 1. Any active member in good standing shall be entitled to wear the emblem and any other insignia, as may from time to time be adopted by the Board of Directors.

Section 2. The name, emblem and insignia of the MWOA shall not be used for any purpose other than those authorized by the Board of Directors or in any situation which would reflect negatively on the Association.

Article XII By-Laws and Amendments to By-Laws

Section 1. By-Laws which govern the MWOA shall be enacted and may be amended from time to time at a meeting of the Association by a majority vote of the total Association membership. A proposed amendment to the By-Laws shall be tabled until the following meeting at which time its passage may be voted.

Article XIII Amendments to the Constitution

Section 1. Amendments to this Constitution shall be made only at a meeting of the Association by a 2/3 vote of the total Association membership. A proposed amendment shall be tabled until the next scheduled meeting at which time its passage may be voted.

**BY-LAWS OF THE
MARYLAND WRESTLING OFFICIALS' ASSOCIATION (MWOA), Inc.**

**BY-LAW I
Duties of Officers and Interpreter, and Historian:**

- A. Duties of the President.
1. Shall preside at all meetings of the MWOA and its Board of Directors.
 2. Shall make every effort to further the policies of the MWOA.
 3. Shall conduct all negotiations on behalf of the Association not specifically delegated otherwise or may delegate these duties at his discretion.
 4. Shall appoint all and is an ex-officio member of all committees herein provided and may appoint special committees as may be necessary to properly administer the business of the MWOA and may revoke said appointments.
- B. Duties of the First Vice-President.
1. Shall conduct any negotiations on behalf of the MWOA delegated to him by the President.
 2. Shall be the Chairman of the membership committee.
- C. Duties of the Second Vice-President.
1. Shall perform the duties of the President in his absence or inability to act.
 2. Shall perform the duties assigned to him by the President.
 3. Shall assist the Board in making a smooth transition from one administration to another.
 4. Shall oversee and support the committee responsible for the MWOA, Inc. website. The Second Vice President will provide a conduit between the website committee and the MWOA Executive Board. He may request the assistance of other members of the Executive Board in fulfilling this responsibility, with the awareness of the President.

D. Duties of the Secretary.

1. Shall keep accurate records of all meetings of the MWOA and its Board of Directors and records of any other official activities of the MWOA. These records shall appear in the official MWOA record book in a neat and acceptable form.
2. Shall keep an accurate attendance record for each member and notify the Board of Directors when a member has an unexcused absence.
3. Shall conduct all correspondence of the MWOA not specifically delegated otherwise and preserve all records, including a file of incoming and outgoing correspondence and records.
4. Shall have available to all members, copies of the Constitution and By-Laws and any additions and deletions as they occur.

E. Duties of the Treasurer.

1. Shall receive and disperse all funds of the MWOA, record all such transactions and deposit all such funds in the name of MWOA.
2. Shall prepare and distribute each member's end-of-the-year statement.
3. Shall record all fees paid by each member.
4. Shall report at each meeting the balance on hand at the last meeting, monies received, monies paid out since the last meeting and the current balance on hand.
5. Shall, on or before October 1, provide an eligibility list containing the names of all members in good standing for use by the Association and the Commissioner.
6. Shall report any delinquent members to the Board of Directors.
7. Shall prepare a detailed annual report on or before the first regular meeting of the season. This report will show the balance as of that date, the amount and source of all monies received, and the amount and receipt of all monies paid out. The names and amount owed by any delinquent member shall be recorded thereon. A copy is to be filed with the Treasurer's records and a copy is to be filed with the minutes.

F. Duties of the Interpreter.

1. Shall resolve any questions pertaining to the rules and/or mechanics referred to him the by the President, the Board of Directors or members of the MWOA and, unless a majority of the members present disagree with his findings, his decision is final.
2. If a majority of the members present disagree with a rule or manual decision, it shall be referred to the appropriate national organization for final action, the Interpreter's ruling being in effect unless changed.

G. Duties of the MWOA Historian.

1. Shall maintain an accurate and thorough record of the history of the MWOA for use by the MWOA and its authorized membership. Maintaining an historical record of the activities and support provided by the MWOA is vital to future of our association.
2. The Historian may serve, as a non-voting member, for greater than two (2) consecutive terms of office. For this reason the position has been designated as a non-voting member of the Executive Board.
3. May request that the Executive Board designate committee members to assist the MWOA Historian in fulfillment of assigned duties and responsibilities.
4. Shall notify the MWOA Executive Board when he no longer desires to serve in this capacity. Objectively, he should forecast his desire so a qualified replacement can be identified and elected in the odd calendar years with other Executive Board positions (see Article V, Section 2, Elections). Should this not be possible or practical, the Board of Directors shall appoint his successor in accordance with By-Laws II, paragraph D.

H. Duties of the Director (eight years or more).

1. Attend and participate in the Board Meetings of the MWOA. Participate in discussions, motions and vote as needed.
2. Complete a Maryland Sex Offenders Registry search of all current members of the MWOA at the beginning of each season. Report any positive findings to the Board for appropriate actions. Complete a Certification verifying the completed search.
3. Liaison between MWOA members with eight (8) or more years of service any issues or concerns brought to the attention of the director to the board of directors.

I. Duties of the Director (seven years or less).

1. Attend and participate in the Board Meetings of the MWOA. Participate in discussions, motions and vote as needed.
2. Complete a Maryland Sex Offenders Registry search of all current members of the MWOA at the beginning of each season. Report any positive findings to the Board for appropriate actions. Complete a Certification verifying the completed search.
3. Liaison between MWOA members with seven (7) or less years of service any issues or concerns brought to the attention of the director to the board of directors.
4. Collect from commissioner Rule Books and Case books for the purpose of distribution and recording of distribution to members at appropriate general membership meetings.
5. Assist, as requested, with the applicant Chairmen in the Applicant Training.

BY-LAW II
Duties of the Board of Directors

- A. Shall manage and direct the affairs of the MWOA in accordance with the Constitution and By-Laws.
- B. Shall accurately report to the members of the MWOA all its decisions.
- C. Shall have the power to adopt any and all regulations to govern its deliberations.
- D. Shall have the power to fill any vacancies which occur on the Board during their term in office.
- E. Shall discuss, evaluate and discipline any MWOA official who fails to officiate any match to which he has been properly assigned by the Commissioner. Any action by the Board of Directors concerning this action may be appealed by the member to the Board of Directors in accordance with Article IV of the MWOA Constitution.
- F. Administer screening of the Maryland Sex Offender Registry for compliance with the Annotated Code of Maryland, Article §11-722. Ensure no officials appearing on the registry, current or new members, are permitted to represent the MWOA as officials in the association.

**BY-LAW III
Commissioner**

A. Function.

1. Prior to the wrestling season, the Commissioner shall send to all members of the MWOA an availability form which shall constitute each member's availability for work during that wrestling season, subject to emergency changes.
2. Prior to the wrestling season, the Commissioner shall meet with his committee to determine the criteria to be used during that season for the assigning of officials to matches. The Commissioner must meet with his committee at least twice during the season to evaluate the procedure and make all necessary changes to increase the efficiency of the MWOA.
3. Shall prepare and distribute an alphabetical roster containing names, addresses and phone numbers of current members. Shall prepare and distribute a directory of appointing authorities, officers, directors and all committees.
4. Shall distribute and collect evaluation cards concerning both schools and officials during the season.
5. Shall distribute and collect an end-of-the-year evaluation for all officials from all coaches. The final tabulations shall be available to all members of the MWOA. Other interested parties shall have access to the final tabulations with permission of the Board of Directors.
6. Shall make all assignments of officials based on the criteria established during the meeting with his committee.
7. Shall serve as the liaison between the MWOA and all associated schools with regard to all officiating concerns.
8. Shall work closely with the MWOA's Board of Directors to ensure an efficient operation. The Commissioner and all members of the MWOA shall have direct recourse with the Board of Directors concerning personal and professional problems related to officiating.

B. Compensation.

1. All income due the Commissioner's office shall be entered in the MWOA's treasury. All expenses of the Commissioner's office shall be disbursed from the MWOA's treasury.

2. The Commissioner shall receive as compensation for his duties a sum of money to be determined by the Board of Directors over the life of the one (1) year contract.

BY-LAW IV Committees and Their Duties

The following committees shall be appointed by the President, and they will operate for one (1) year unless otherwise set forth in the Constitution or By-Laws.

The President may appoint, or the Chairman may request the appointment of, a subcommittee to assist in any special phase of a committee's duties.

All committee members shall serve without extra compensation by the Association.

A. Membership.

1. Shall consist of three (3) members and a training subcommittee with a sufficient number of experienced officials who will assist in the evaluation of probationary officials.
2. Shall encourage all qualified persons to apply for membership.
3. Shall receive, investigate and accept or reject all applications.
4. Shall process and qualify all applicants in accordance with By-Law X.
5. Shall consider for restoration to the previous status any former inactive member. Prime consideration shall be ability and need.
6. Shall assist the appointing authorities in compiling of rating sheets, if requested.

B. Entertainment.

1. Shall consist of three (3) or more members.
2. Shall plan or present any social function approved by the Board of Directors.

C. Nominating.

1. Shall consist of three (3) or more members.

2. Shall select at least one (1) and not more than two (2) active members to be candidates for each office and directorship, subject to the restrictions set forth in Article V, Section 2 of the Constitution.
 3. This slate of the committee along with any nominations from the floor shall be presented to the membership at the last annual meeting of the season as stated in Article V, Section 2 of the Constitution.
- D. Awards.
1. Shall consist of three (3) or more members.
 2. Shall compile a list of nominations for each MWOA annual award.
 3. Shall conduct a secret ballot vote to determine the recipients of such awards.

BY-LAW V
Commissioner's Committee

- A. This committee shall consist of two (2) members.
1. Each member shall be nominated from the floor at the last regularly scheduled meeting in accordance with the procedure stated in Section B.
 2. Each member shall be approved by a simple majority of the membership present.
- B. Each term for this committee shall be for two (2) years.
1. One (1) term will be contested in each odd calendar year.
 2. One (1) term will be contested in each even calendar year. [This term will be contested in 1985 as a one (1) year term. It will be contested as a two (2) year term starting in 1986.]
- C. A member of this committee may serve (2) terms and must then must wait at least one (1) year before becoming eligible again. If this position becomes vacant during the term, it shall be filled by a majority vote of the Board of Directors.
- D. The duties of this committee are as defined in By-Law III.
- E. There will be no compensation by the Association for the fulfillment of the duties of the members of this committee.

- F. Only a member in good standing with at least seven (7) years of contiguous membership in the MWOA is eligible to participate in the this committee.

BY-LAW VI Finances

A. Financial Statements.

1. On or before May 1, each member owing money to the MWOA shall receive a financial statement. This statement shall be an itemized account of all charges against the member due the MWOA.
2. If all charges in this statement are not paid within thirty (30) days of the statement date, there will be a \$50.00 late fee added.
3. If a member fails to fulfill this financial obligation in full by June 1, membership shall be revoked.

Any member whose membership has been revoked for failure to fulfill financial obligations to the MWOA may petition to the Board of Directors for reinstatement. At the discretion of the Board of Directors, the former member may be reinstated, but only after paying all amounts due to the MWOA and agreeing to pay a \$200.00 (two-hundred dollar) readmission fee. The Executive Board may consent to waive the \$200.00 reinstatement fee, should the reason(s) be so compelling as to warrant such action. The member may then be reinstated in the association in probationary status to ensure repeated delinquency does not occur. Such probationary status will not require the individual to attend training sessions as stipulated in BY-LAW VIII & X, provided the former member requests reinstatement for the next wrestling season. Absence for two or more years from the period of revocation may require the individual to attend refreshment training given by the training committee.

B. Dues.

1. Members shall pay dues in the amount determined each year by the Board of Directors with the approval of the general membership.
2. The amount of the dues shall cover the membership card, official rule book(s), state certification, NIFOA membership and other costs as determined by the Board of Directors.

C: Submission of Peer Ratings.

Each member of the MWOA is expected to complete the peer-ratings in Arbiter by the prescribed timeline below:

1. Evaluations in Arbiter for Games from the start of the season (to include preseason events) through December 25th (Christmas Day) shall be completed no later than noon of the scheduled January Meeting date. Officials who fail to complete 100% of evaluations during this period will be subjected to a \$25 fine.
2. Evaluations in Arbiter for Games from December 25th through January 25th shall be completed no later than noon of the scheduled February meeting date. Officials who fail to complete 100% of evaluations during this period will be subjected to a \$25 fine.
3. Evaluations in Arbiter for Games from January 25th through the end of the regular season (not including post season/Open events) shall be completed no later than noon of the scheduled Banquet date. Officials who fail to complete 100% of evaluations during this period will be subjected to a \$25 fine.

**BY-LAW VII
Meetings**

- A. Members of the MWOA shall attend all regularly scheduled meetings as determined by the Board of Directors in accordance with the Constitution.
- B. Absences from regularly scheduled meetings during a single wrestling season shall result in the following action:
1. First absence. no penalty
 2. Second absence a \$25.00 fine
 3. Third absence a \$50.00 fine
 4. Fourth absence immediate revocation of membership
and all privileges there withstanding
- C. Late arrival (more than 15 minutes) or early departure (more than 15 minutes) from a regularly scheduled meeting will result in a \$5 fine for each occurrence after the first occurrence.
- D. Members of the MWOA shall attend an MPSSAA-sponsored rules interpretation clinic for the current year. If attendance is at a meeting not hosted by the MWOA, written confirmation must be provided to the MWOA Commissioner.

- E. Members assigned to officiate a dual meet or tournament, coaching in a dual meet or tournament, attending a seeding or wrestling planning meeting which results in an absence from a regularly scheduled meeting shall not be considered an absence.
- F. Revocation of membership for excessive absences during a single wrestling season may be appealed by the member to the Board of Directors for final disposition.
- G. The Board of Directors shall have the final authority concerning revocation of membership resulting from excessive absences during a single season.
- H. Agree to pay for the cost of a formal background investigation, if required by any jurisdiction served by the MWOA, to ensure compliance with the Maryland Annotated Code, Criminal Procedure Article, §11-722, pertaining to the Maryland Sex Offender Registry. Refusal to absorb this cost will result in immediate termination of membership in the MWOA

BY-LAW VIII
Uniforms and Procedures

- A. Members must wear the uniform prescribed by the NCAA and MWOA.
 - 1. On or before November 30th of each and every wrestling season, all Officials must have stitched/sewn upon the backside of their officiating jersey, a rectangular placard with four (4) inch, white on black, three (3) digit numerals ranging from 100-299, which uniquely identifies each and every Official.
 - 2. The placard shall be placed on the back of the jersey exactly five (5) inches below the bottom of the jersey's neck band and shall be centered between the shoulder blade area of the officiating jersey. All placards must be stitched/sewn to the officiating jersey in permanent fashion. The use of "Velcro", safety pins, tape, glue or any other adhesive implement attempting to append the placard to the officiating jersey is strictly prohibited.
 - 3. All Members in good standing shall receive their first two placards from the MWOA *gratis*. Officials needing additional placards must order and purchase same solely through the MWOA. To ensure a consistent and professional look, all Officials must utilize only the placards that are selected, supplied and distributed by the MWOA.

4. All Members in good standing shall select their identifying number through a procedure that shall be employed by the Executive Board. Once selected, an identifying number cannot be changed, but for a showing of extraordinary cause as shall be determined by the Executive Board. To institute an “identifying number change review”, the Member must contact and advise the President of their desire for such a review and arrange a hearing date. Any such hearing shall be held prior to the start of a scheduled General Membership Meeting.
 5. A Retired Member shall retain their identifying number for three (3) years post retirement. If after this three (3) year period the Official does not return to officiate with the MWOA, then their identifying number will again become available for use by other Officials.
 6. Failure to comply with this By-Law shall result in a \$20.00 fine per day of an event in which the Official appears without displaying the required placard or appears displaying a placard which is improperly appended to their Official's jersey. The Official may also be subject to the immediate loss of any & all future assignments unless and until the Official can demonstrate to the Executive Board that said Official has complied with this By-Law *en toto*.
- B. Members must abide by the rules and interpretations of the NCAA, MWOA and the Interpreter and conform to the manual of said organizations.
- C. Each member of the MWOA must complete the National Federation Wrestling Test and score at least 75%. Any member failing to score 75% or better must meet with the testing committee representative and attend and successfully complete a review session, as well as a verbal test developed by the testing committee. Any member not fulfilling this requirement will have his/her officiating privilege suspended. Suspension of officiating privilege for not fulfilling this requirement may be appealed to the Board of Directors, in writing,
- D. Consistent with the objectives of the MWOA, as stated in the Constitution of the Maryland Wrestling Officials' Association (Article II), each official is expected to maintain an acceptable level of performance. An acceptable level of performance is defined as:
1. Maintaining, at a minimum, an AVERAGE (2.5) rating under the MWOA Rating System.
 2. Demonstrating officiating skills/performance improvement over time.

The Evaluation Committee or the Board of Directors may also, with proper justification, refer an individual for consideration under this by-law. When, in the judgment of the Board of Directors, the performance of an association member warrants such action, he/she may:

1. Be asked to attend remedial training and be placed in probationary status pending re-evaluation.
2. Have assignments limited, adjusted, or curtailed to suit current the level of performance.
3. Have privileges and membership in the association terminated.

An official in this situation has the right to appeal this decision to the Board of Directors, in writing, providing sufficient justification as to why such action is not warranted or appropriate.

BY-LAW IX Quorum and Voting

- A. At all meetings of the MWOA, twenty (20) full and inactive members shall constitute a quorum.
- B. Each full and inactive member shall have one (1) vote at all meetings of the MWOA.
- C. At all meetings of the Board of Directors, five (5) Directors shall constitute a quorum.
- D. Each Director shall have one (1) vote at all meetings of the Board of Directors.
- E. The membership may revoke a decision of the Board of Directors only by a two-thirds (2/3) majority vote in favor of such revocation (based on the membership present). Any motion brought to revoke a decision of the Board of Directors can only be made by a full voting member, at a regularly scheduled General Membership Meeting of the MWOA.

BY-LAW X New Membership

- A. All applicants, including transfer requests, shall be considered probationary officials until they meet the requirements listed below and are accepted into full membership in accordance with established procedures.

1. Satisfy all financial obligations owed to the association (e.g. dues, fines, commissioner's fees, etc)
 2. Score an 75% or better on the annual National Federation rules test.
 3. Attend an MPSSAA-sanctioned rules interpretation meeting.
 4. Attend two (2) training meetings conducted by the training committee.
 5. Attend and officiate, under the supervision of an experienced MWOA official, minimum of two (2) preseason contests.
 6. Complete a second year of probationary status, if invited by the membership committee. Second year probationary members may not be required to attend classroom training sessions the second year, based upon the judgement of the training subcommittee.
 7. Pass the Maryland Sex Offender Registry screening performed by the MWOA. Any applicant's identity that appears upon the Maryland Sex Offender Registry at anytime is immediately precluded from applying to the MWOA for membership and shall be otherwise summarily dismissed from the applicant class by action of the Board of Directors.
 8. Attend all regularly scheduled MWOA meetings with no more than one unexcused absence
- B. Upon successful completion of 1 through 7 above, the membership committee chairman will recommend to the Commissioner and Assignment Committee that probationary officials be assigned matches commensurate with his/her ability.
- C. Once the training committee determines that applicant/probationary officials are capable of officiating without supervision, their availability forms will be forwarded to the Commissioner and match assignments will be made.
- D. During the probationary years, each member shall be observed in a minimum of three (3) competitive matches by as least three (3) different, experienced officials who shall evaluate and make a written report to the membership committee.
- E. The membership committee shall evaluate each probationary official and make a recommendation to the Board of Directors for:
1. Acceptance as a full member.
 2. Continuation as a probationary official for a maximum of one (1) more season.

3. Rejection of membership.

Final disposition of all probationary memberships by the Board of Directors shall be completed before May 15th.

**BY-LAW XI
Parliamentary Procedure**

Parliamentary procedure under the Constitution and By-Laws shall be governed by Robert's Rules of Order Revised.

**BY-LAW XII
Order of Business**

The order of business for both the membership meetings and the Board of Directors' meetings shall be determined by the President or, in case of his absence, the First Vice-President.

**BY-LAW XIII
MWOA'S SOCIAL MEDIA POLICY**

Everyone involved in the sport of wrestling must recognize that the responsibility to safeguard against negativity and to promote professionalism, sportsmanship, and goodwill exists not only when you are on the mat, but also when you are off the mat, including when using any form of electronic communication. We as an association must ensure safeguards are in place not only for the posting of material upon our own website, but also for the posting of any communication by MWOA's members, applicants, board members, officials, evaluators, assignors and all others in a position of representing the MWOA anywhere and everywhere in cyberspace. The MWOA and all others listed above have a duty to ensure that all of their electronic communications are performed with these ideals in mind. The Executive Board shall take official notice of any violations of these policies by any member of the MWOA or others listed above, and shall take such action against any individual found to be in violation, as specified herein, in accordance with the MWOA By-Laws & Constitution, as judged to be against the best interests of the MWOA.

All MWOA members, applicants, board members, officials, evaluators, assignors and all others in a position of representing the MWOA are responsible for ensuring that all content posted on their websites, social network areas, social media feeds, message boards, forums, chat rooms, blogs, electronic communications and/or cyberspace in general, shall abide by the Social Media Policy of the MWOA as provided by the following published guidelines:

1. Consider all social media communications to be public at all times, even if created with private intentions. If you are going to use social media in any form, consider

that your communication will be read by anyone at any time, even unintended recipients.

2. Remember that you represent the MWOA, that you owe a duty of loyalty to the MWOA and that you should act accordingly at all times.
3. Promote officiating in a positive light, with a general feeling of pride and professionalism. You are an ambassador for the MWOA, gatekeeper for the sport of wrestling and a diplomat for the avocation of officiating.
4. All officials have unique access to information. The same ethical restrictions that apply to any form of public speech also apply to social media. In order to keep your objectivity beyond reproach, officials should not communicate, via social media, specifics about their assignments, about other people's assignments, other officials, conferences, schools, coaches, players or any related personnel.
5. Do not engage in specific interpretation of rules, rulings, evaluation, or commentary regarding same, whether it be of a match or event you worked, one that you witnessed, reviewed on video, or in general about the impact of an official's call in any wrestling event. To engage in banter on a public forum regarding specific cites of rules sections, their application or interpretation are strictly forbidden and reserved for the State's Rules Interpreter.
6. Be very sparing in the sharing of personal information, including photos. Adjust security settings accordingly and report fake profiles or posts to the appropriate authorities and the MWOA President in a timely fashion to be handled officially by the MWOA Executive Board.
7. Communications among officials for learning purposes should be done privately and not through the use of social media. Be mindful that email and other forms of direct communication can always be made public.
8. You may use email or other forms of direct communication to communicate with school district personnel on matters within the scope of the Official's professional responsibilities. However, be mindful that email and other forms of direct communication can always be made public.
9. Do not use social media to communicate directly with student athletes, students, coaches, athletic directors and school administrators unless there is a verifiable family relationship or other legitimate, rational reason.
10. Uphold the honor and dignity of the avocation in all electronic communications with student- athletes, students, coaches, athletic directors, school administrators, colleagues, and the public.

11. Refrain from publishing comments about other officials associations, wrestlers, coaches, officials, tournament officials, tournament directors, medical staff, parents and/or any other affiliated persons in regards to any criticism, or potentially any controversial and/or inflammatory subjects regarding the sport of wrestling under the auspices of the MWOA.
12. Avoid hostile or harassing communications in any posts or other online communications regarding the sport of wrestling under the auspices of the MWOA. Do not engage in any conduct that will bring the image of the MWOA, its members, or yourself as an official of the MWOA into disrepute nor engage in conduct in violation of the best interests of the association.
13. If a blogger, sports reporter, or any other online participant posts an inaccurate assessment, disparaging comment and/or other negative comment about the MWOA or anyone associated with the MWOA, do not respond to the post, but contact the MWOA President, so that the comment can be officially addressed by the President and the MWOA Executive Board.
14. Inform the MWOA President if you have received inappropriate, threatening or offensive material as this may be needed as evidence in a criminal and/or civil proceeding and so that the material can be addressed by the MWOA Executive Board.
15. Never make posts regarding calls made by other officials in other events, whatever the level. You and your referee friends might debate the call you saw on TV, the internet or mat-side, but debating the call on Facebook, Twitter or other forums and social media is strictly prohibited.
16. Unless a child/young person is a direct relation, the MWOA's members, applicants, board members, officials, evaluators, assignors and all others in a position of representing the MWOA shall not:
 - a. Accept as a friend, wrestlers or officials under the age of 18 on social networking sites of which they are members or share their own personal social networking sites with children or young people involved in wrestling;
 - b. Make contact with children or young people known though wrestling outside of the wrestling context on social networking sites.
 - c. Use internet or web based communications to send personal messages of a non-wrestling nature to a child or young person or engage in any personal communications, banter or comments.