



Summer 2016

OABO Seminar OTTAWA September 2016



The 2016 OABO Conference & AGM is approaching quickly and we could not be more excited to be hosting this year in Ottawa at this very historical time in the game of basketball. Dr James Naismith was born just outside of our city in the small, quaint town of [Almonte, ON](#). It's been 125 years since his brilliant, creative mind started our game and it has grown and changed over the years! Our Conference theme of **"Bringing it Home – 125 Years"** will be showcased & celebrated over the course of the weekend! The [Naismith Foundation & Museum](#) is a central feature in our community and they are also working tirelessly to bring honour to the game of basketball.

We look so forward to you joining us in this celebration!

Please visit our website at

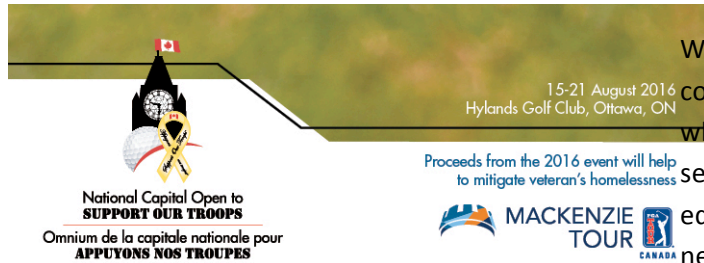
www.oabo2016.ca

Registration is now open and we encourage you to get in on the early registration fees. The full weekend at \$160 will include a Friday evening welcome from the Naismith Foundation; in addition to the hospitality suite. Enjoy the time meeting up with colleagues, sharing stories and meeting new friends! Saturday includes an incredibly varied group of speakers; designed to help increase your knowledge, appreciation and contribution to the game we love. Saturday evening includes our traditional "Wall of Fame" dinner where we honour our peers and celebrate the many accomplishments over the past year(s)! Following dinner and dessert, drinks will move back into the hospitality suite to wrap up a great day filled with new memories. Sunday morning will also feature a leadership workshop. For those non-voting delegates, this workshop will be a great opportunity to further enhance your skills, develop goals and plans to take those skills to the next level in your officiating career. We encourage young/new officials (1-5 yrs experience) to take part in this portion of our weekend. We have some very talented facilitators that will focus on a number of areas including skills for performing under pressure, pre-game conditioning, how to climb that officiating ladder with confidence.

We are also very pleased to have secured the award winning, Canadian PGA circuit golf course – The Ottawa Hylands - home of the National Capital Open to Support Our Troops!! This immaculate course will be the site of our golf tournament on Friday Sept 30th. Prizes galore; including the ultimate test of your accuracy – A \$10,000 Hole-in-One Hole!!!!

birthplace of Dr James Naismith, tour our city – Parliament Hill, The Changing of the Guards, The ByWard Market, Tanger Outlets are worth the trip. A visit to Gatineau Park will leave you breathless; as the fall colours showcase nature at its best!!

<https://oabowordpresscom.wordpress.com/things-to-do-in-ottawa/>



We are excited to combine a traditional OABO conference with a progressive touch and whether you are a first-time attendee or a seasoned veteran, we guarantee a welcoming educational experience and a chance to build new friendships and create memories.

The Hampton Inn by Hilton & Ottawa Convention Centre is our host for the weekend and if you haven't booked your room(s) yet, we encourage you to do so. The following link will take you right to online registration.

If you have any questions leading up to OABO 2016, please contact Co-Chairs Jen Charbonneau – jen@jencharbonneau.com or Eric Jordan – teamjordan005@aol.com and they'd be pleased to help.

http://hamptoninn.hilton.com/en/hp/groups/personalized/Y/YOWCNHX-OVA-20160929/index.jhtml?WT.mc_id=POG

Enjoy the remainder of your summer and can't wait to connect in Ottawa this fall!!

If you are bringing guests with you for the weekend, there are a multitude of "things to do" in Ottawa. Visit the link on our website to check things out!! Consider coming to Ottawa a day or two early! Visit the museum and

2016 OABO CONFERENCE & AGM PROGRAM OTTAWA – SEPT. 29-OCT 2

Friday

- | | | |
|----------|---|--------------------------------------|
| 12:00 pm | Golf (Approximate - Tee-off times to be determined) | Hyland's Golf Course |
| 8:00 pm | Welcome Andre Lemaire, President OVBABO; Jaime McCaig, President OABO; Tom Lopes, IAABO; Guest from the Naismith Foundation | |
| 8:30 pm | Hospitality Suite Opens | |

Saturday

8:45 – 9:00 am	Welcome and Meeting Opening	Andre Lemaire
9:15 – 10:30 am	“Performance Under Pressure”	JP Pawliw-Fry
10:45 – 11:30 am	Canadian Federation & Formation of the new CBOC	
	Michele O’Keefe, CEO Basketball Canada	
11:30 – 12:30 pm	“What to do When Things Go South”	Karen Lasuik
12:30 – 1:30 pm	Lunch	
1:30 – 2:15 pm	Rule Changes – Points of Emphasis – Mike McPhee	
2:15 – 3:00 pm	Panel Discussion	

This panel will be an opportunity for attendees to discuss a variety of topics of interest to the officiating world with the objective of getting input on how we can improve not only individually but collectively the profession. The panel will be moderated by Bernie James and will include a distinguished basketball people – officials, administrators and coaches. We will be looking to maximize dialogue between the attendees and the panel. Issues that may be discussed are as follows:

- How to attract new officials & once we have them, how do we keep them
- Mutual respect between coaches, players & officials
- How to move up the officiating ladder
- Planning for retirement

3:00 – 3:15 pm	Break	
3:15– 4:00 pm	Words of Wisdom from a National Evaluator – Warren Poncsak, CABO Evaluator	
6:30 – 7:30 pm	Cocktails	
7:30 pm	Wall of Fame Dinner	
	Guest speaker – Jack Armstrong (Raptor’s Colour commentator, invited)	

Sunday

9:00 am	OABO AGM	Chair – Jaime McCaig
9:00 am	Leadership Workshop	

This workshop is designed to provide valuable leadership information and enhance skills & knowledge to aspiring officials; with a focus on improving their professionalism to advance the art of officiating. It will be

an opportunity for attendees to discuss a variety of topics of interest to the officiating world, with the objective of getting input on how we can improve the profession; not only individually but collectively. Points to be addressed in the workshop and facilitators are:

- FIBA Points of Emphasis – Nadine Crowley
- Words of Wisdom from IAABO – Tom Lopes
- Pre-Conditioning – Fabienne Blizzard
- Skills for Performance Under Pressure – Joanne Pawliw
- Game Tape Review or what’s the evaluator looking for – Karen Lasiuk

Jaime McCaig OABO President

PRESIDENT’S MESSAGE SUMMER EDITION OF THE WHISTLE

OPENING REMARKS

I sincerely hope everyone is enjoying the great summer weather and getting an opportunity for some down time.

PROVINCIAL SHIRT SURVEY

The OABO Executive decided to look at what would best benefit OABO financially over the long term. We believed it was the offer from Prime Time Custom (a 10% rebate on not only the purchase of the Adidas FIBA Shirt but all items that OABO members purchase over the next 3 years, free Provincial and Local Board cresting, as well as free shipping costs on all bulk and individual orders.)

2016 OABO SEMINAR

The Ottawa Organizing Committee has been working very hard to put a place a very informative Seminar for all attendees.

Registration for the 2016 OABO Seminar is available on the OABO website at www.oabo.ca.

The dates are September 30-October 2 at the Hampton Inn by Hilton Ottawa. The room rate is \$125 per night. In order to book hotel accommodation on line please access the hotel link at www.oabo.ca

Reservations can also be made by calling the hotel directly at 613-741-2300. Please quote the Group Code OVB.

The Ottawa Board has also set up a very informative website which you can access at www.oabo2016.ca. I recommend you review this website for all details of the event and take the time to register as soon as possible so you don’t miss this great event.

2016 OABO ANNUAL GENERAL MEETING

Our AGM will take place on Sunday, October 2 in Ottawa at the Hampton Inn starting at 8:30am. Accreditation of Delegates will commence at 7:30am.

For those Delegates attending the AGM please be reminded that we are moving to a new method of Electronic voting this year. Upon accreditation on Sunday morning you will receive a Hand held tablet instead of the previous voting

paddle you used to cast your vote. The new system will allow for quicker results and will show the actual percentages of the Yes, No and Declined votes on the screen almost immediately. A demo will be provided at the beginning of the AGM so everyone is comfortable with the new process. There is no cost to the Association for this new software.

EAST REGION PRESIDENTS MEETING

There will be a meeting on Friday, September 29 from 6:30pm to 8:00pm in Ottawa at the Hampton Inn Hotel of the 7 Presidents (or designates) comprising of the Eastern Boards of Ottawa, Cobourg, Bay of Quinte, Peterborough, Renfrew, Seaway Valley & Kingston.

I will be contacting the Presidents of these Boards in the near future with more details and requesting the submission of agenda items for the meeting.

OUA/OABO OVERSIGHT COMMITTEE

The Committee recently made the difficult decision of mandating the OUA

Supervisors to reduce the current roster of 96 officials prior to the beginning of the 2016-2017 OUA Season. This was not an easy decision to make as everyone on the roster is very capable of officiating at the University Level. It became necessary as the practice has been over the past number of years to keep adding officials with the only reduction being through attrition.

The OUA/Prospects Camp as well as the Elite Camp has allowed for the identification of officials who are ready to be given the opportunity to officiate at the OUA Level. That opportunity however did not exist with the large roster that was in place.

2016 OABO DEVELOPMENT CAMPS

I had the pleasure of being on Camp Staff for the Elite, U12 Novice Girls and



U12 Novice Boys, Ontario Summer Games and the newly created IAABO/OABO NOCP Level 3 Camp. It is great to see all the Officials investing their money and time to improve their officiating.

2016 WALL OF FAME DINNER

This year's annual Wall of Fame Dinner and awards ceremony will take place on Saturday, October 1 at the Hampton Inn Hotel in Ottawa. I am currently contacting Local Board Presidents to advise them of members who will be receiving significant OABO and IAABO Levels of Service Certificates so hopefully they can be in attendance to be acknowledged in person by their peers.

CAMP SCHOLARSHIPS

Congratulations to Ellie Cianfrini from the Hamilton Board and Norman

Handrigan from the London Board who are the 2016 Lawrie Rotenberg Memorial Scholarship recipients and will be presented with their Camp bursaries at the Ontario Summer Games.

CLOSING REMARKS

Our next OABO Executive Meeting is Thursday, September 29 and my next President's message will be published on Thursday, September 1.

Enjoy the rest of your summer

Yours Truly

Jaime McCaig

President, OABO

Table of Contents

OABO Seminar Ottawa	1	Constitution Amendments	10
President's Report	4	Provincial Supervisor	11
Vice President Report	5	Desk of the Secretary/Treasury	13
Interpreter's Report	6	And IAABO Region Report	13
Northern Rep Report	9	MSO	14

Rick Parnham OABO Vice President

I hope that the summer has allowed everyone the chance to recharge your batteries and heal the aches and pains a long season inflicts. Resting your muscles and joints, as well as your mind from the rigors of the hardwood grind is such a needed reward for all we go through serving the game. It has been a fantastic summer for sunshine and the great

outdoors so hopefully all of you have taken full advantage.

Congratulations to all OABO officials who attended camps and national Championships. These invaluable experiences provide great feedback and learning opportunities for your development. It was a great pleasure to work with IAABO Executive Director Tom Lopes to build a new

addition to the Ontario summer camp offerings, with the creation of the first Canadian IAABO Officials School. The OBA U-17 Boys Provincial Cup in Newmarket was the venue for this NOCP 3 Certification Camp. Twelve officials came from Niagara, K-W, Peel, Guelph, York, Barrie and Toronto, They all worked 4 games over the weekend around the various

educational session provided by OABO clinicians and evaluators. Officials were instructed in the most current CABO / FIBA mechanics and interpretations while getting detailed and comprehensive post-game feedback.

A special thank you goes out to the staff of this inaugural Canadian IAABO School.

Rick Parnham
Camp Director

Tom Lopes
IAABO Executive Director

Mike McPhee
Clinician / Assignor

Dennis Herbert
IAABO Past President / Observer

Ted Montgomery
CABO / Observer

Mario Suffoletta
Clinician / Observer

Paul Johnson
Clinician / Observer

Jaime McCaig
OABO President / Observer

Thank you must also be given to the IAABO Foundation, who generously provided scholarships of \$50 to all the participants who were IAABO members. We hope to have this school opportunity available for officials on an annual basis. Five of the 12 officials were considered for NOCP 3 certification as a direct result of this camp, so we look forward to continuing to build the depth of Ontario's officiating roster.

OABO is currently building a new website for launch at the AGM in September. Should any of you have ideas about what you would like to see on the site, please let me know,

so we can try to include as many valuable resources for members.

I would like to take this chance to acknowledge Markku Peuhkurinen and Charlie Ketter, two long serving presidents who represented their local associations for many years and provided their members with great guidance and leadership. Thank you for those many years of friendship and collegiality.

I look forward to seeing everyone in Ottawa in September. Enjoy the rest of your summer
Respectfully submitted;
Rick Parnham

Interpreter's Report-Mike McPhee

Once again, I had the valuable experience of working at OABO Development camps over the late spring and summer. The people who come to camps are prepared and eager to develop their skills to an even greater degree. Whether they are striving to attain a spot on the OUA radar, working for a higher certification level, or getting feedback that will develop their game so that they can serve the teams better, they represent a mindset that each one of us should strive for as the new season

approaches. Let us all as officials, be trying to improve our game in order to better serve the clients in the season ahead. As the summer winds down let's focus on being better than we were last season. Let's get fit; let's get mentally prepared by studying and reviewing the rules and mechanics; let's find out the answers to things that we aren't sure about; and let's embrace ideas that we have been resistant to in the past.

This year the Ofsaa Basketball Championships will be using a

modified FIBA rules set. The IAABO handbook will provide us with the updated rules including the modifications. It will also have the updated mechanics that have occurred in both 2 and 3 person coverages. In the May Whistle I published the parameters chart for Ofsaa. In it I alluded to the 2 documents regarding the shot clock and time-out procedures. Both of them are included below, so that each OABO member has a copy in advance of the season.

35 Second Shot Clock (OFSAA)

The Rule:

Whenever:

- A player gains control of a live ball on the playing court,
- On a throw-in, the ball touches or is legally touched by any player on the playing court and the team of that player taking the throw-in remains in control of the ball,

That team must attempt a shot for a field goal within 35 seconds.

To constitute a shot for a field goal within 35 seconds:

- The ball must leave the player's hand(s) before the shot clock signal sounds, and
- After the ball has left the player's hand(s), the ball must touch the ring or enter the basket.

When a shot for a field goal is attempted near the end of the 35-second period and the shot clock signal sounds while the ball is in the air:

- If the ball enters the basket, no violation
- If the ball touches the ring but does not enter the basket, no violation. The signal shall be disregarded and the game shall continue.
- If the ball misses the ring, a violation has occurred. However, if the opponents (team on defence) have gained immediate and clear control of the ball, the signal shall be disregarded and the game shall continue.

Shot Clock Operator:

Reset to 35 seconds:

1. When the ball touches the ring of the opponents basket (unless the ball lodges between the ring and the backboard).
2. When the ball enters the basket.
3. When a team is awarded a throw in as the result of a foul or violation.
4. When the team on defence gains control of the ball during play.
 - intercepts a pass
 - steals a dribble
5. When a team is awarded free throws.
6. On instructions from an official.

No Reset:

1. When the ball goes out of bounds and the team that had control will be awarded the ball for the throw-in.
2. On a held ball when the team that had control will be awarded the ball for a throw-in as a result of the possession arrow.
3. On a double foul when the ball is awarded to the team that was previously in control.

Starting:

1. On a throw-in: When the ball touches or is touched by any player on the floor
2. On a rebound: When a player on the floor gains control.

Turn the shot clock off:

1. When there are less than 35 seconds remaining in any quarter.

Advice:

1. If in doubt, don't reset
2. Don't reset after a whistle until officials have finished any communication on floor and/or to table.
3. Get in the habit of taking a mental note of the time showing on the shot clock (and game clock if/as possible) before you reset it (in case a correction is needed)
4. Pay attention to whether in your judgment, a shot was released before the signal sounds or not (there may be a case where the officials may consult with you such as loud gym and inaudible signal).

Time-Out Procedure (OFSAA)

The Rule:

1. Each time-out shall last one minute.
2. A time-out may be granted during a time-out opportunity.
3. A time-out opportunity begins when:
 - a. For both teams, when the ball becomes dead, the game clock is stopped and the official has ended his communication with the scorer's table.
 - b. For both teams, when the ball becomes dead following a free throw.
 - c. For both teams, when a field goal is scored.
 - d. For the team in control of the ball, when the official grants and signals a player's/head coach's oral and visual request, and the ball is in control of a player of his team.
4. A time-out opportunity ends when the ball is at the disposal of an opposing player for a throw-in or a free throw.

5. Each team may be granted:
 - a) 5 time-outs during the 32 minute playing time in a game.
 - b) 1 time-out during each extra period.
 - c) Unused time-out may not be carried over into an extra period.

Procedure:

1. Before recognizing the request for time-out the official must be certain that the rules permit granting a time-out in the existing situation. The official must see and hear the head coach or player prior to granting the request.
2. For all opportunities where the clock is stopped the official will move to the reporting area, blow his whistle make the time-out signal, and verbally state "time out" for the team that called it.
3. When the clock is running, the official will simultaneously blow his whistle and raise his arm to stop the clock. Then move to the reporting area and repeat the procedure in step #2.
4. The time-out begins when the official blows his whistle and gives the time-out signal.
5. Officials move to positions opposite the scorer's table, as per the manual.
6. After 50 seconds, the timer sounds the horn and the Referee immediately blows the whistle and beckons the players to return to the court.
7. The time-out ends when the whistle is blown, at this point.
8. The officials return to original positions and resume play at the point of play where the time-out opportunity began.
NOTE: There will be no "advancement of the ball" on a time out taken with 2 minutes or less remaining in the game.

The IAABO manual will include case plays related to both the shot clock and time-out rules

BASKETBALL ONTARIO

At the time of writing, there are no updates concerning rules adoptions (i.e. 14 second resets). These will be confirmed once their Manager of Officiating Development is hired, which would be in time for the Seminar in Ottawa.

After a very warm and dry summer of trying to keep my garden alive, I am looking forward to the return of cooler weather and basketball business. I have three conferences to attend in three consecutive weeks in September. The CABO meeting in Halifax, the IAABO Fall Seminar in Gettysburg, and the OABO Seminar/AGM in Ottawa. I am presenting at two of them, and all the

pending travelling and hotel living is making October look inviting. Even the possibility of that first frost.

I hope all of you have a nice conclusion to your summer. If you haven't done so yet, punch your ticket to attend the Ottawa seminar, and get inspired to face the challenges of a new season

Northern Report –Brian Seccareccia

NORTHERN REPORT--SUMMER EDITION

Northern Rep—Brian Seccareccia

All of the Northern officials are enjoying the beautiful summer we have had so far this year.

Everyone is relaxing before they get back to officiating in the fall. Some of our Northern officials attended the OABO referee camps in July.

WE LOOK FORWARD TO SEEING EVERYONE AT OUR AGM IN

OTTAWA AT THE END OF SEPTEMBER.

Constitutional Changes 2016 2017

Please note that the amendments are 14 pages long and can be found at the end of the article or on the OABO website.

[CLICK HERE to go the web pdf](#) .

2016 Bruce Covert Provincial Supervisor

OABO Summer Camps

Another successful camp season has come and gone. Thanks to all the officials that attended, the local boards that supported their officials and the amazing staff that worked the camps. Thanks to the OUA for their financial support for the Elite and Prospect camps. Fox 40 and Prime Time Custom who continue to support the camps on an ongoing basis and Ontario Basketball who allows us to "piggy back" onto their Provincial Championships and Development Programmes.

This year we ran the Elite camp in Kitchener in conjunction with the OBA U19 Boys, the OUA Prospect camp in Kitchener in conjunction with the OBA U19 Girls, two novice camps in Barrie (U12) and two intermediate camps (U14) in Mississauga at the Ontario Summer Games. A total of 108 campers participated.

U 12 Novice Camps

This year the U12 registration fee was \$75. This was possible due to a \$3000 contribution from the Toronto Raptors and \$2500 from OABO. Most of the officials attending this year had just completed their first or second year. This year we had three officials come to camp that had never stepped onto the court before. Given the non competitive, low pressure environment they were able to officiate without fear of a negative reaction from the participants. This is the only environment I know that allows this type of freedom for brand new officials. I am pleased to say that all three have already contacted their local board regarding joining in the fall. They will have a definite "head start" on other rookie officials.

Elite Officials Camp

This was the fifth for the Elite camp. There were sixteen current panel members in attendance looking to

improve their schedules, fourteen prospects looking to get hired and one official from British Columbia. The staff included the OUA panel supervisors Tom Christie and Bruce Covert, OUA Director of Officiating, Brigg Harvey, NBL Director of Officials, Mike Falloon as well as Karen Lasuik (Alberta), Nancy Eithier (Quebec). Thanks to CABO for partially subsidizing Karen and Nancy's attendance. Several campers were identified as OUA Prospect officials and have been added to the roster.

OUA Prospect Camp Officials Camp

OABO ran the second annual Prospect camp (formerly the Pre Elite camp). It targeted officials that were currently working in the OCAA, or on the cusp. A total of twenty nine officials attended. The staff included the OUA panel supervisors Tom Christie and Bruce Covert, the OUA Director of Officiating, Brigg Harvey. Several campers were identified as potential

future candidates and encouraged to apply for the Elite camp next year.

This will be my last Provincial Supervisor's report for the Whistle. After 30 years representing you on the OABO executive I decided two years that I would not run for re-election this September. It is time to retire and allow someone else to take

on this responsibility. I can truly say that it has been an honour and privilege to serve you. It has been extremely gratifying that you have had the confidence to re-elect me to so many terms. I have been fortunate to have had the opportunity to meet and work with so many outstanding individuals who share the passion for officiating. I also feel blessed to have

been able to form friendships with so many of you all across the province.

I look forward to seeing many of you in Ottawa.

Thanks!

Bruce

Campers U12 #1



Campers U12 #2



Elite Campers



OABO/OUA Prospect Camp



From the Desk of the Secretary/Treasurer & IAABO

Deadlines

Board Reports: At the time of this writing (August 15th) I have only 7 Local Board Reports. Notice has been sent to all boards that need to get this in.

Awards:

The Executive received 1 nomination for the OABO Award of Merit this year. The recipient will be announced at the Wall of Fame Banquet later in September.

I have not received any inquiries from officials with respect to the Ritchie Nicurity Scholarship Award. This award is handed out by CABO and will be announced at the CABO AGM which is the weekend after our AGM this year.

Constitution Amendments:

There are a few proposed amendments this year. The Constitution Committee has been working steadily on this project and they should be in this edition.

Elections

There are three spots for election this year.

President: Jaime McCaig has agreed to stand for re-election. No other nominations have been received to date.

Vice President: Rick Parnham has agreed to stand for re-election. No other nominations have been received to date.

Provincial Supervisor: Bruce Covert has given notice that he does not intend to run for re-election. I have received 3 nominations to date but will hold off the

announcement of who this is until the deadline date listed in the next paragraph.

This is a reminder any member of the OABO in good standing, other than a present Executive member, who wishes to nominate an OABO member in good standing for election to any of the above positions. Nominations must be submitted, to the OABO Secretary-Treasurer, by **August 31st** and contain the following information: Name of the Candidate, Candidate's Local Board, Position being Nominated For, Consent to be Nominated, Name of the Nominator, Nominator's Local Board. The OABO Secretary -Treasurer will forward the names of all candidates to the last known contacts of all the Local Boards by September 5th.

2016-2017 Budget

I have prepared a draft copy of the Budget for the next year. This will be finalized by the Executive at our meeting in September prior to the AGM.

I can tell you that I have prepared a balanced budget once again. This was definitely the most difficult budget I have worked on to date. We are hopeful that all fees will remain the same, however all members must be informed that CABO has a motion on the floor to be voted upon at their AGM mid September to increase the CABO membership fee by \$5. If that were to pass the OABO full member rate will increase to \$80 from \$75.

Everyone should know by now about the legal case that OABO was found to be at fault due to procedural errors. The settlement has been decided and it is our

plan to pay for the opposing legal fees within the next three years at no increase in costs to our members. We have several options that we are considering but they have not been finalized at the time of this writing. Rest assured that that our main objective will be made by cutting budget items without touching the OABO Travel Subsidy or Camp Scholarship items or without incurring increased fees to OABO members. We do have an agreement from Sam Hill (our legal counsel) that he will accept his payment of fees over the next few years. This will continue to come from the current \$5 Legal fee funding.

I hope to see you all at the AGM in Ottawa. Lastly, the weather has been so dry and hot this summer that I am sure everyone has been getting great tans. Especially those out walking the course. Although the heat has not been friendly to fairways and roughs you do get another 25 to 50 yards on your drives if you hit the right spot which at times puts me the same distance off the tee as Parnham. Of course he hits from the Blacks and I from the Whites. Got take every advantage I can get.

. Don

Membership Support Officer's Message - Tino DeCastro

In trusted to me are the duties of providing official evaluations to local boards and the constant updating of the OABO web page, editor of the Whistle

and, it has again been a pleasure to accomplish these tasks. Therefore providing a valuable service to our Ontario Membership. In closing hope

you are having a hot and wonderful summer

OABO EXECUTIVE-2015/16

President	Vice President	Secretary-Treasurer	Supervisor	Interpreter	Northern Rep	Membership Support Officer
Jaime McCaig	Rick Parnham	Don Thome	Bruce Covert	Mike McPhee	Brian Secceraccia	Tino DeCastro
386 County Rd 28	272 Elmview Gardens	563 Westheights Drive	Box 678,	Box 297 36 Thomas St	107 Fairmount	56 Rusholme Rd
Belleville, Ontario	Keswick, Ontario	Kitchener, ON	Colborne, ON	Harriston, ON	Sault Ste Marie, ON	Toronto, ON
K8N 4Z7	L4P1G1	N2N 1M6	K0K 1S0	N0G 1Z0	P6B 5Y1	M6J3H5
<i>jaimemccaig@gmail.com</i>					<i>ehdell@hotmail.com</i>	
	<i>rpamham@rogers.com</i>	<i>donthome@sympatico.ca</i>	<i>brucecovert@usa.net</i>	<i>oabo.interpreter@gmail.com</i>		<i>decastro123@rogers.com</i>
		<i>dthome@northfieldmetal.ca</i>				



A Fallen Official
“Rising to the Challenge”

A fallen official, my greatest fears
A heart attack during the game's loudest cheers
A humbled survivor I was destined to be
With the fear of death haunting me
I felt crucified with pain and loss
Until I came down from my burdened cross
Resurrection was my proudest call
I rose again, I would not fall
With advice and temptations at my door
I shunned it all, I wanted much more
The game of life is real and sublime
As I enjoy these precious periods of overtime
My family and friends mean much more to me
Good health and happiness, my highest priority
A humble official, without need of glory or fame
I have survived through it all, for the love of the game
Officiate each game as if your last assigned to you
Some day your words will be painfully true

Ken R Estabrook



CBOC NEWSLETTER

August 4, 2016

CBOC AUGUST NEWSLETTER

WELCOME

This is the initial newsletter for the Canadian Basketball Officials Commission. The commission goes by the acronym CBOC and is part of Canada Basketball's strategy for growing the game across the entire country. At the top of this newsletter is our new logo. Look for it on future documents as well as on the Canada Basketball website www.basketball.ca where you will find important information related to officiating. The CBOC section on the Canada Basketball website is now live.

There is no doubt it will take time to create the alignment we are looking for. Be patient and please be part of the process.

In this newsletter, we are sharing an update from Nadine Crowley based on her time with FIBA this year.

There is no question that basketball has changed and evolved over the past years. The skill set that players bring to the floor, coaches use of video to enhance their team's chance for success and even the playing rules are a few examples of the rapidity and variety of the changes we see in the game. The CBOC is committed to meeting the challenge of developing officials to keep pace with the changes in the game.

COMMISSION MEMBERS

The CBOC is composed of Nadine Crowley, a current FIBA commissioner and a former FIBA official; Tim Heide, a current CIS official and president of the BC Basketball Officials Association; Michele O'Keefe, president & CEO of Canada Basketball as well as a member the Central Board of FIBA; Sandra Murray-MacDonell, executive director of the CCAA; Daniel Méthot, UQAM, representing the CIS and Morgan

Munroe, CABO president.

CBOC SUBCOMMITTEES

One of the initial goals of the CBOC is to develop a more comprehensive selection process for officials assigned to national championships. As a result we are looking for individuals who would be interested in sitting on the Evaluating and Selection Sub-Committee soon we will be circulating application forms.

Short Introduction for Communication on Evaluating and Selection Sub-Committee

The ***Sub-Committee – Evaluation and Selection (E&S)***, under the guidance of the CBOC, is designed to carry out evaluation and selection policy development of officials in the development pathway.

The E&S sub-committee will review the current models in practice in Canada as well as international best practices and FIBA recommendations. The sub-committee will provide recommendations to ensure an aligned and cohesive plan for officials' development that is relevant to Canada.

The CBOC reserves the right to interview potential candidates for this sub-committee.

Another goal of the CBOC is to develop formalized pathways and skill sets for officials depending upon their interest, skills and potential. As a result we are looking for individuals who would be interested in sitting on the Development and Education Sub-Committee.

Short Introduction for Communication on Development and Education Sub-Committee

The ***Sub-Committee – Development and Education (D&E)***, under the guidance of the CBOC, is a sub-committee designed to create an aligned and long-term official development pathway.

The D&E sub-committee will review the current models in practice in Canada as well as international best practices and FIBA recommendations. The sub-committee will provide recommendations to ensure an aligned and cohesive plan for officials' development that is relevant to Canada.

The CBOC reserves the right to interview potential candidates for this sub-committee.

FIBA UPDATES – Nadine Crowley

In June 2016 I was fortunate to have been selected to work as a Referee Supervisor at the Women's Olympic Qualifying Tournament in Nantes, France and with a group of young FIBA and national level officials at a pre-tournament camp in Mondeville, France. During this time, I learned more about the FIBA philosophy and the requirements for officiating at the international level.

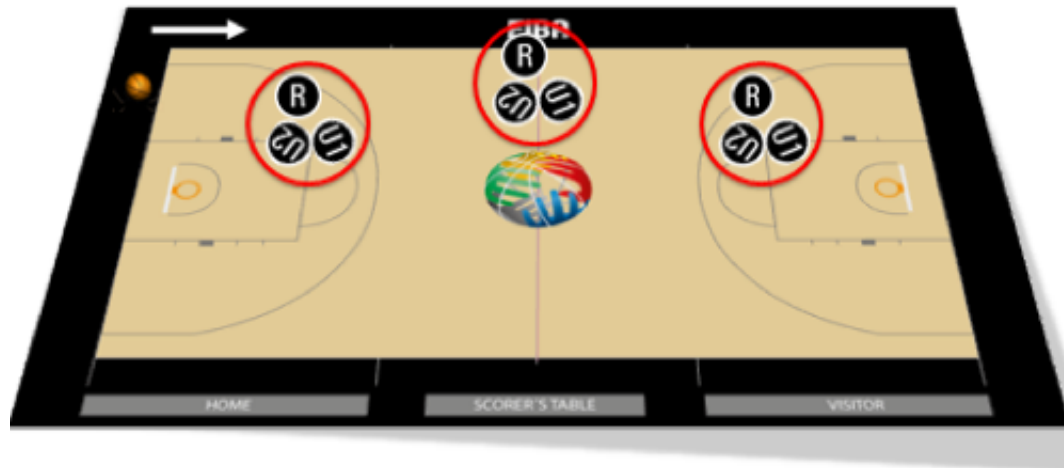
There are some exciting initiatives taking place around the world as the FIBA Referee Department has created a new officiating structure with the goal of improving the quality of officiating in its 215 National Federations. FIBA has formulated a “Functional Structure which consists of One Criteria, One Message and One Communication and Reporting Process which ultimately leads to Better Basketball.” For example, FIBA wants the officiating across the 215 National Federations to be like a Big Mac you purchase at McDonald’s. No matter what country you are in, the product is served exactly the same. FIBA has accomplished this by developing comprehensive online training manuals of rules and interpretations, FIBA Homestudy Guide for officiating coaches as well as a guide for tutors/mentors, physical training guidelines, guidelines for table officials, and detailed manuals to help officials prepare for major competitions. FIBA has also provided the 5 regional offices, and the Federations within those zones, with a variety of e-learning/teaching materials in the areas of: game control, 3-person mechanics, teamwork, and contact criteria to name a few. In addition, FIBA has mandated to introduce qualified and trained people to work with the officials in their national federations by offering the new FIBA Referee Coach Certificate Program and the FIBA Referee Instructor Program (FRIP). A Referee Instructor is an individual who instructs a group of referees using different teaching/learning techniques and who mentors national instructors. The Referee Coach acts as a “personal trainer” for a designated group of referees, helps with the referee’s action plan for the season, and monitors the referee’s performance and progress throughout the season. It is important that we begin to implement the various initiatives introduced by FIBA in an effort to strengthen and align officiating within Canada.

One of the many roles of the CBOC is to ensure that every Canadian official is provided with up-to-date information with respect to the FIBA rules and interpretations. Therefore, CBOC will use the website to post FIBA updates. The first update illustrates a few new floor mechanics instituted during the tournaments that will appear in the next edition of the FIBA rules & mechanics manual.

1. Change in the official’s court positions during time-outs:

Court positions / time-outs 1

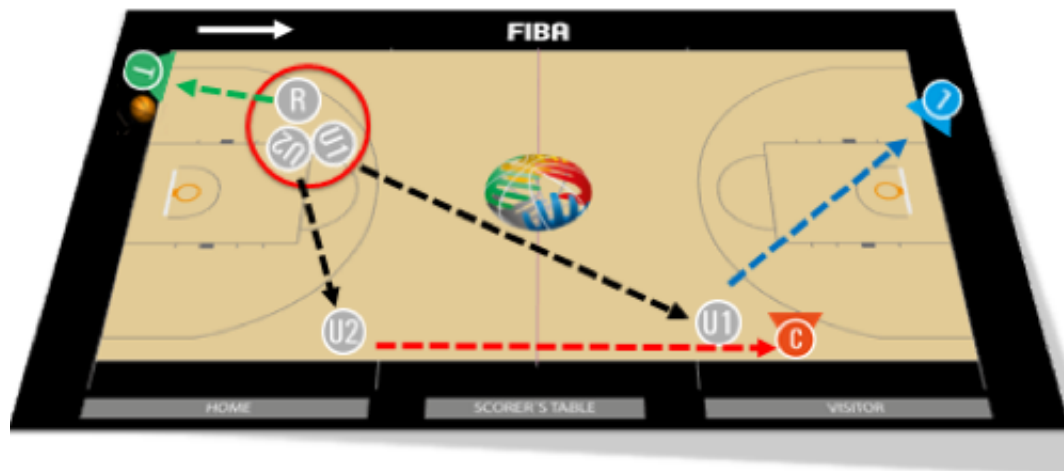
HSB / page
189



The three standard time-out positions – always in the opposite side.
Leave the ball where the game will be resumed.

Court positions / time-outs 2

HSB / page
189



20 seconds before end of the time-outs – two referees move close to team bench areas in order to be ready to activate teams returning to the court at 50 seconds warning signal.

2. Double whistles on fouls:

- On a double whistle, the official opposite the table takes the call.

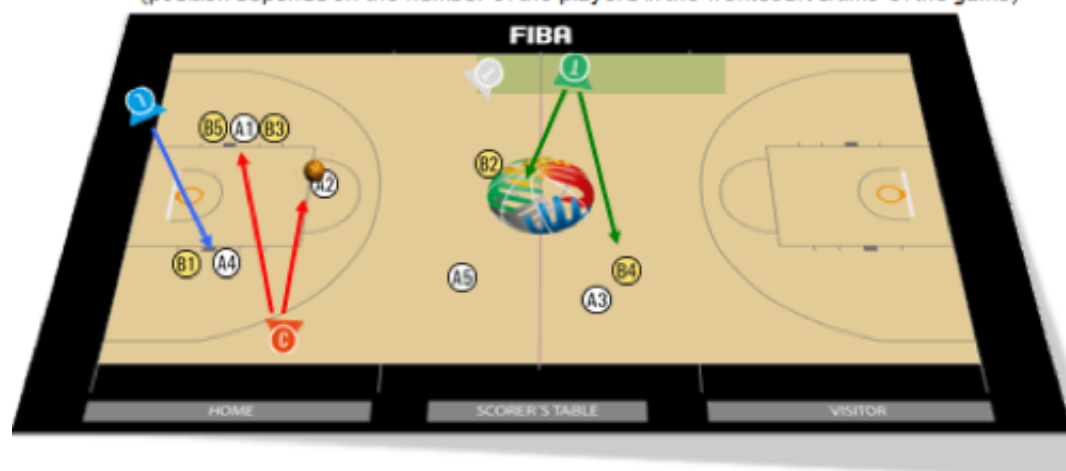
Double whistle by center & trail
Referee on the opposite side reports the foul



3. Last Free Throw Position:

3PO advanced: Free throws Positions & COVERAGE

Last free throw - players in the new front court
trail adjusts towards to the new front court
(position depends on the number of the players in the frontcourt & time of the game)



CBOC – HIGHLIGHTS OF THE YEAR TO DATE

In the past, FIBA published mechanics manuals. In 2010 a 3-person version was published and it became the standard throughout the world. However, since 2010, there has been a restructuring of FIBA's officiating department and as a result there have been mechanic and philosophical changes. In March, the head of FIBA officiating Carl Jungebrand visited Canada. He observed the CIS men's championships at UBC and also made presentations to officials that included an on-floor session led by Canada's Steve Seibel and a meeting with CBOC members as well as other invited guests. Let me share some of his observations.

One of the precepts that FIBA is now using in the officiating area is Standard Quality. The philosophy behind these two words is wide and varied. Let me use a few examples to try and illustrate this.

In 2006 an official was selected for the World Championships and was assigned to a semi final. In 2008 he was selected to the Olympics but this time did not make the medal round. By 2014 he was not part of the group selected for the World Championships. The official was still in good shape, had not sustained an injury but had not kept up with the changes in the philosophy and expectations of FIBA while his colleagues at the highest level had and as a result moved past him. His performance in 2006 was amongst the best in the world and yet 8 short years later he wasn't judged to be good enough to even be selected. In this case, Standard Quality is an expectation that as the game changes the officials must change as well. FIBA is constantly revising and developing new resources to assist officials in meeting the new realities. The CBOC will be kept informed of these changes and will through both sub-committees integrate them into the Canadian officiating landscape.

Mr. Jungebrand challenged an assumption that many of us have had in the past. FIBA is no longer looking for officials who can "manage a game." In their system this is a sign that the officials are simply holding on and hoping that nothing unexpected happens and the game finishes uneventfully. Instead FIBA is looking for officials who take control of a game. Before you become alarmed they are not advocating that the official show control by needlessly blowing the whistle. Rather taking control in a number of ways some even before the ball is tossed.

Is the official physically fit? The modern basketball official at the highest levels must look athletic. Looking the part is a way of indicating that the official works at his/her appearance and is ready to take control of the game. Actually being physically active on the floor during the warm ups. The idea that the official loosens up before the game in the dressing room and then is stationary during the entire warm up period is no longer acceptable. The officials are physically active on the floor while the players are warming up. To the point that having the officials actually perspiring during the warm up is now the norm at the highest levels. Changes of this nature will take time to become the norm here in Canada but when they are it will make for a better game for the players and for the officials.

It was clear from observing the games at the CIS men's championships that there are different standards across the country in a number of areas including bench decorum. One of the outcomes of the two sub-committees will be the consistent expectation and enforcement of rules as they pertain to a variety of the playing rules. Standard quality will be part of the pathway for officials who aspire to officiate at national championships but it can only be achieved by starting with games that precede them. If players and coaches know the expectations as they relate to action on the floor and the acceptable reactions of those involved then it becomes incumbent on the officials to enforce these. By having a pathway process that will feature qualified instructors, who will teach using standard language and terminology. Games will be

observed by supervisors, who are aware of the training programs, provide appropriate feedback to the officials and to those who assign. Completing the process will be referee coaches who will be trainers for the officials. They will be aware of the training programs, use the same language, have access to the supervisor's comments and will be there to assist the official to reach the level that they are best suited for or aspire to.

Sounds daunting? It might be. However other sports in Canada have achieved some of these outcomes. Why can't basketball? Countries like Australia have implemented a similar model for their basketball officials so it is being done already. The CBOC is excited to meet the challenge and we look forward to hearing from people who see the future of our sport as being bigger and better than it already is and are prepared to work collaboratively to make it happen.

THIS NEWSLETTER NEEDS A NAME! HELP US AND WIN A PRIZE.

Send us your suggestions for a name for the CBOC newsletter and win prize package from Canada Basketball. Send your suggestions to: Max Hirst at mhirst@basketball.ca. In the event of duplicate entries a draw will be made amongst the names to determine a winner.

SUMMER OLYMPICS

Two of Canada's best officials Steve Seibel (Kamloops, BC) and Karen Lasuik (Edmonton, AB) have been selected to officiate at the Olympic Games in Rio. We are, of course, justifiably proud of this and we wish them great success. Karen is keeping a blog while she's there and if you'd like to follow it here is the link:

www.hoopsref22.blogspot.ca

Karen is sharing great insight into FIBA's new officials' Olympic preparation.

CANADIAN OFFICIALS INTERNATIONAL ASSIGNMENTS THIS SUMMER

During the past few months a number of Canadian officials were selected by FIBA to officiate at various tournaments. They all had outstanding tournaments and we congratulate them for their efforts

Women's Olympic Qualification Tournament – Paris, France

Maripier (MP) Malo

Men's Olympic Qualification Tournament – Belgrade, Serbia

Michael Weiland

World U17 Championship – Zaragoza, Spain

Matthew Kallio

FIBA Americas U18 Championships – Valdivia, Chile

Men's Tournament - Reed Scott

Women's Tournament - Stephanie Nordlee

CANADA BASKETBALL SUMMER NATIONAL TOURNAMENTS

The following officials were nominated by their provincial officiating organizations and were approved and funded by CABO to attend the following CB tournaments:

17U Boys - Winnipeg		
First Name	Last Name	Prov.
Mark	Elke	BC
Ryan	Bissonnette	ON
Seth	Schwartz	ON
Matt	Degagne	MB
Aimee	Van Dam	MB
Andy	Russo	MB
Evan	Victoruk	MB
Justin	Pursaga	MB
Kerron	Lewis	AB
Alicia	Bird Smith	NFLD
Justin	Rocchi	NS
Yannick	Payette	QC
Assignor/ Evaluators		
First Name	Last Name	Prov.
Dave	Werry	SK
Paul	Deshaies	QC
John	McFarland	BC

17U Girls - Regina		
First Name	Last Name	Prov.
Maria Izabelle	Datayan	BC
Gilda Carina	Lohn	BC
Matt	Boyko	SK
Rob	Brodner	SK

Amber	Fehr	SK
David	Hersche	SK
Melissa	Meacham	SK
Kyra	Parkin	SK
Steven Daniel	Wilkie	ON
Aarash	Rafaie	ON
Joanna	Wiegers	AB
Spencer	Jeffrey	NB
Assignor/ Evaluators		
First Name	Last Name	Prov.
Bill	Denney	BC
Ted	Montgomery	ON
Reg	Jewkes	NS

15U Boys - Winnipeg		
First Name	Last Name	Prov.
Ryan	Smylski	BC
Colin	Hoehne	ON
Ron	Guinto	MB
Payle	Kukic	MB
Craig	Holowachuk	MB
Trevor	Harder	MB
Cooper	Toppings	AB
Francois	Brouillette	QC
Assignor/ Evaluators		
First Name	Last Name	Prov.
Cam	Moskal	MB
Alfie	Paoletti	QC

15U Girls - Regina		
First Name	Last Name	Prov.
Steve	Cho	BC
Jenna	Harder	SK
Kaitlin	Harman	SK
Michael	Holzer	SK

Fei	Xiang	ON
Joseph	Harvey	NS
Jason	Chatwood	AB
Catherine	Couillard	QC
Assignor/ Evaluators		
First Name	Last Name	Prov.
Mario	Lessard	QC
Neil	Donnelly	SK

We hope you have enjoyed this newsletter as we have enjoyed compiling items we thoughts would be interesting to officials across Canada.

Morgan Munroe
President CBOC

Constitutional Amendments:

"OABO Legal Counsel is reviewing the amendments pertaining to discipline and will provide a final draft of the sections pertaining to discipline once that review has been completed. That final draft will be provided to members and local boards immediately upon receipt from OABO Legal Counsel."

13.1 Constitutional amendments require an affirmation two-thirds majority of the eligible voters present to carry.

Motion 1:

Article 12 Meetings:

Moved by: Charles Ketter;
Seconded by Andy Bajc – Board 24 GSBBO

Present

12.7 Votes

12.7.1 Eligibility:

12.7.1.a - Each Local Board in good standing shall be entitled to one voting delegate for every 30 OABO Active, Provisional, Non-Officiating and Honourary members or fraction thereof registered through that Local Board for the year preceding the AGM.

12.7.1.b – A voting delegate is a member of a Local Board in good standing who is authorized to act on behalf of that Local Board in all matters coming before the AGM or any General Meeting.

12.7.2 Voting delegates carry one vote and must be present to exercise this vote.

Proposed Amendment:

12.7 Votes

12.7.1 Eligibility:

12.7.1.a - Each Local Board in good standing shall be entitled to one voting delegate for every **20** OABO Active, Provisional, Non-Officiating and Honourary members or fraction thereof registered through that Local Board for the year preceding the AGM.

12.7.1.b – A voting delegate is a member of a Local Board in good standing who is authorized to act on behalf of that Local Board in all matters coming before the AGM or any General Meeting.

12.7.1.c – Each delegate must present a letter of authorization from their Home Board Executive. It must state their name, Board number, period of authorization.

12.7.1.d – Each local Board may issue authorizations to act as alternate delegates in the event that an authorized Board delegate is unable to act.

12.7.2 Voting delegates carry one vote and **may vote through proxy on a form approved by the Executive Council. This form must name the local Board, the proxy holder and shall be signed by the proxy giver and Secretary (Secretary-Treasurer) of the local Board designating the delegate. The letter of authorization in 12.7.1c must be attached as well.**

Rationale:

Rationale

13.6 All proposed Constitutional amendments must be communicated to the Local Board contacts on file with the OABO Secretary/Treasurer no later than August 30th of the year of the AGM via e-mail. In addition, the Secretary/Treasurer shall also make the amendments available to the Fall Whistle Edition and the OABO Website.

It is possible that local Boards could delegate or encourage more of their members to participate at the AGM, if the above motion carries. More members would be able to participate after registering as a delegate. It is worth noting there is nothing in the OABO Constitution to identify who is or isn't a delegate of their local Board. While it states the member must be authorized by their Board to act on its behalf there is nothing to clarify how they are identified. As a result any member of a Board could declare they are a delegate. As well, smaller Boards where cost might prohibit physical participation, the proxy element of 12.7.2 could allow that Board a voice at the meeting through the proxy holder. Such changes could improve both, on site participation, and expand the ability of individual members to express their input on issues coming before the AGM.

With the passage of the "Not for Profit Corporate Act 2010" there will be changes to the right of each individual member to participate in the decision making processes of their organization. This is clearly stated in the ONCA Essential as cited below:

"You need to provide a way members can vote if they don't attend a meeting. Think about whether you can use electronic voting instead of proxies." ONCA Essential – <http://nonprofitlaw.cleo.on.ca/onca-essentials/the-details/changes-re-meetings-and-votes/>.

Motion 2:

Article 12 Meetings:

Moved by Charles Ketter;
Seconded by Andy Bajc – Board 24 GSBBO

Present:

12.8.1 - Each Local Board shall have at least one registered voting delegate at the AGM. If a Local Board member is a member of the Executive Committee, he/she may register as a Local Board voting delegate or as an Executive Committee voting delegate, but not as both. If no other member of his/her Local Board is present this shall fulfill the requirements of this Article

Proposed Amendment:

12.8.1 - Each Local Board shall have at least one registered voting delegate at the AGM. If a Local Board member is a member of the Executive Committee, he/she **must** register as a Local Board voting delegate or as an Executive Committee voting delegate, but not as both. If no other member of **that Executive Committee member's** Local Board is present **that Executive Committee member's presence** shall fulfill the requirements of this Article. **In that event the Executive Committee member is entitled to only the local Board vote.**

Rationale:

The manner in which 12.8.1 present reads there is no requirement for a local Board member who is on the Executive Committee to register as a voting delegate either for the local Board or for the Executive Committee. This amendment clarifies the need to register as one or the other. The assumption over the years has been that they would receive a vote as a right of their Executive position. That assumption needs this kind of clarification. By making it a requirement they can chose to register and vote as Board representative or as an Executive member. There is still an inherent problem in, that if the Executive member chooses to vote with their Executive vote, it is possible for a small Board with a single, vote not to have an independent voice at the AGM.

Motion 3:

Article 14: Uniform

Motioned by: Tino deCastro - OABO MSO

Seconded by: Jaime McCaig - OABO President

Current:

14.3 The official OABO uniform shall be:

- 14.3.1 Black trousers, black basketball shoes, black socks, grey with black yoke/panel shirt or as determined by the OABO Executive Committee in consultation with the OABO Local Board Presidents.

Proposed Amendment:

- 14.3.1 Black trousers, black basketball shoes, black socks, Adidas FIBA shirt, supplied by Primetime Custom. This will apply to all Article 16 tournaments and OABO Development Camps. This will be fully in effect for Sept 2018.**

Rationale: Over the last couple years the OABO Executive and Local Board Presidents have worked together to move the province to one shirt for all officials. There has been a commitment from Local Board Presidents to move in this direction and a survey was conducted. This motion reflects the wishes of the membership for moving toward one shirt and the type of shirt it should be.

Motion 4:

Creation of a new Article 18: OABO Professional Standards Committee

Motioned by: Rick Parnham - OABO VP
Seconded by: Don Thorne - OABO Secretary /Treasurer

- 18.1 OABO Professional Standards Committee or PSC**
 - 18.1.1 The PSC for OABO will consist of non-executive members appointed by the newly elected executive following the conclusion of each year's AGM.**
 - 18.1.2 This body will have 7 members to create a pool of available people to conduct a timely investigation, should a breach of the OABO Code of Conduct be filed.**
 - 18.1.3 A Chair of the Committee will be selected by members of the appointed body.**
 - 18.1.4 This Committee will follow the process outlined in Appendix 4**

Rationale: The OABO procedures surrounding receiving complaints, investigation, hearings and sanctioning needed to be addressed based on the results of the law suit. In consultation with our legal counsel and the OABO Local Boards via survey , it was determined that we needed to construct a process that involves a body separate from the OABO Executive to handle the initial complaints, investigation and possible sanctions. This new Article 18 addresses those needs and creates an arm's length body to handle OABO Code of Conduct complaints.

By Law Amendments:

13.2 By-Law amendments require an affirmation simple majority of the eligible voters present to carry.

Motioned by: Rick Parnham - OABO VP
Seconded by: Don Thorne - OABO Secretary /Treasurer

Motion 5:

By-Law 7. OABO Code of Conduct

Current:

A) Philosophical Statement

- i) A Code of Conduct, to influence the action and conduct of those who associate with the development and/or delivery of OABO programs and activities is presented below.
- ii) It is incumbent on all OABO officers to educate representatives, including referees-in-chief, clinicians, evaluators, speakers, and officials to adhere to the OABO Code of Conduct.
- iii) The Secretary/Treasurer shall be informed of any complaints regarding Code of Conduct violations.

B) Principles

- i) We as trainers, evaluators, clinicians, administrators, and officials must work together to create an atmosphere of fairness, integrity and respect, free from bias and discrimination.
- ii) Everyone involved in OABO activities must support the principles of fairness, integrity and respect.
- iii) The OABO is committed to providing a sport and work environment that is free of harassment and/or abuse. We believe that every member of our organization, and everyone with whom we deal with, has the right to be treated with respect and dignity.
- iv) We will not tolerate harassment or abuse within our organization.
- v) It is the responsibility of all OABO members and Local Boards to deal with incidents of abuse or harassment either of or by officials.
- vi) We will take all complaints of harassment and or abuse seriously, and will ensure that they are dealt with promptly, sensitively, and confidentially.

C) Application

- i) The OABO has the authority to establish policies to govern its own affairs and to prescribe, monitor, and enforce the conduct of its members pursuant to such policies.
- ii) This Code of Conduct identifies the standard of conduct, which is expected of all members of the OABO including all officers, referees-in-chief, clinicians, evaluators, speakers, and officials.
- iii) The Code of Conduct applies to all activities and functions of the OABO including competitions, camps, travel, accommodation, banquets and social activities associated with OABO events and events at which OABO members are participants.
- iv) Individuals who violate the Code of Conduct may be subject to disciplinary actions.

D) General Conduct

- i) OABO members and representatives are expected to uphold the highest standard of ethical behavior and personal conduct at all times, and are responsible for conducting themselves in such a way as to represent the OABO in the most favourable light at all times.
- ii) Members are bound to exhibit and encourage behavior, which is consistent with the Association's stated philosophies, standards of conduct, and guidelines.
- iii) The OABO is committed to providing an environment where members respect the personal dignity of others, are free from all forms of harassment, and are free to exercise their rights under the Human Rights Code and the Canadian Charter of Rights.

E) Routine Enforcement

- i) The Executive Committee of the OABO will deal with behavior occurring within the context of an athletic event or competition that contravenes the Code of Conduct, but is not considered a major violation.
- ii) The Executive may initiate a mediation process in an attempt to resolve the complaint. Failing successful mediation, the Executive shall conduct a formal inquiry into the matter of the complaint.
- iii) The Executive has the authority to implement the following sanctions:

- a. Letter of Caution. This should be considered a warning, and a subsequent minor offence may lead to more severe consequences
 - b. Suspensions of up to one month
- iv) Copies of all documentation must be copied to the OABO Secretary-Treasurer.

F) Complaint Procedure

Any official, local board, or the OABO itself gaining knowledge about actions which contravene the OABO Code of Conduct must initiate the Complaint Procedure, should they become aware of any potential violation of the Code. The Complaint Procedure shall be initiated by pursuing the following course of action including the notification of the OABO:

- i) Document the incident in a report. This report should contain as much information as possible, including: a detailed description of the incident(s), date, name of person(s) involved, as well as supporting documentation pertaining specifically to the allegations. Examples might include score sheets, officials' reports, letters from witnesses, related documentation, etc. Any history of misconduct by the individual charged might be included if deemed relevant. The report should clearly indicate the aspect of the Code of Conduct, which the complainant believes has been violated, and the nature of that violation.
- ii) Following documentation, the OABO Executive, or a person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint, will contact the parties involved in the complaint.
- iii) Dependent on the severity of the violation, and as determined appropriate by the proper authority, a person found to be in violation of the OABO Code of Conduct, may incur one or more of the following sanctions:
 - a. A formal letter of reprimand sent to the offending person. This should be considered a warning. Subsequent minor violations may lead to more severe consequences.
 - b. OABO Local Boards may be asked to refrain from scheduling any activities involving the offending person
 - c. Sanctions / suspensions of privileges of individuals may be applied by the OABO.
 - d. Depending on the severity and nature of the actions, the official, Local Board or the OABO Executive shall inform the proper authorities where acts of abuse have occurred.

G) Appeal Process

An appeal will only be considered in the case where it can be shown that a procedural error has taken place, or where new information, pertaining specifically to the original complaint, has come to light which has not been previously considered.

- i) A complaint, in the context of the Code of Conduct, means a dispute in writing arising from the interpretation, application, administration or alleged contravention of the OABO Code of Ethics.
- ii) Any complaint referred to, as an appeal shall be heard by the OABO Executive, or a person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint.
- iii) Neither the OABO Executive, nor any person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint, shall be authorized to alter, modify or amend any part of the OABO Code of Conduct as part of the Appeal Process.
- iv) The finding of the majority of the OABO Executive or, a person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint, as to the facts and as to the interpretation, application, administration or alleged contravention of the OABO Code of Conduct shall be final and binding upon all parties concerned.

H) The OABO is an Association of equals built on common interests and common objectives that is to provide officiating services, training of officials, evaluation and assignment of officials and coordination of officiating services with basketball organizations in Ontario. The above Code of Conduct reaffirms our common philosophy.

I) Definitions

- i) Harassment: Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people, because of a particular characteristic of that person or people, including the person or peoples' level of empowerment relative to the harasser. The behaviour must be unwelcome and the sort of behaviour a reasonable person would recognize as unwelcome and likely to cause the person to feel offended, humiliated, or intimidated.
- ii) Sexual Harassment: A person is deemed to have sexually harassed another person (the person harassed) if
 - a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed, or
 - b) the person engages in unwelcome conduct of a sexual nature in relation to the person harassed,
 in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated, or intimidated. "Conduct of a sexual nature" includes making a statement of a sexual nature to a person, or in the presence of a person.
- iii) Behaviour constituting harassment: can take many different forms and may be explicit or implicit, physical, verbal, or non-verbal. Examples include, but are not limited to:
 - a. jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation, or disability;
 - b. abusive behaviour aimed at humiliating or intimidating someone in a less powerful position;
 - c. unwelcome remarks including teasing, name-calling, or insults;
 - d. innuendo or taunting;
 - e. homophobic comments and/or behaviours;
 - f. uninvited touching, kissing, embracing or messaging;
 - g. unwelcome staring, leering or ogling;
 - h. unwelcome smutty jokes and comments;
 - i. unwelcome persistent or intrusive questions about a person's private life;
 - j. repeated invitations to go out, especially after prior refusal;
 - k. unwelcome sexual propositions;
 - l. the use of promise or threat to coerce someone into sexual activity;
 - m. sexual insults, taunts, or name-calling;
- iv) Abuse: Abuse can be defined as, but not limited to any act of threat involving molestation, harassment, corporal punishment or any form of physical, sexual or mental abuse; the misuse of power or authority; treatment of an individual or persons in a harmful, injurious, and or offensive manner; speaking insultingly, harshly and /or unjustly to or about another person(s); or committing an act of sexual assault.

It should be noted that jokes and behaviour that are genuinely enjoyed and consented to by everyone present are not harassment. Sexual interaction or flirtation that is based on mutual attraction or friendship, and which is consensual or invited, is not sexual harassment. However, it is important to recognize that some people may accept or put up with behaviour they find harassing, especially if they hold a subordinate position relative to the group or individual engaging in the behaviour. It is the responsibility of all members covered by this policy to err on the side of caution and to be sensitive to the impact of their behaviour, not just those to whom the behaviour is primarily directed.

Proposed Amendment:

A) Philosophical Statement

- i) A Code of Conduct, to influence the action and conduct of those who associate with the development and/or delivery of OABO programs and activities is presented below.
- ii) It is incumbent on all OABO officers to educate representatives, including referees-in-chief, clinicians, evaluators, speakers, and officials to adhere to the OABO Code of Conduct.
- iii) The Secretary/Treasurer shall be informed of any complaints regarding Code of Conduct violations.

B) Principles

- i) We as trainers, evaluators, clinicians, administrators, and officials must work together to create an atmosphere of fairness, integrity and respect, free from bias and discrimination.
- ii) Everyone involved in OABO activities must support the principles of fairness, integrity and respect.

- iii) The OABO is committed to providing a sport and work environment that is free of harassment and/or abuse. We believe that every member of our organization, and everyone with whom we deal with, has the right to be treated with respect and dignity.
- iv) We will not tolerate harassment or abuse within our organization.
- v) It is the responsibility of all OABO members and Local Boards to deal with incidents of abuse or harassment either of or by officials.
- vi) We will take all complaints of harassment and or abuse seriously, and will ensure that they are dealt with promptly, sensitively, and confidentially.

C) Application

- i) The OABO has the authority to establish policies to govern its own affairs and to prescribe, monitor, and enforce the conduct of its members pursuant to such policies.
- ii) This Code of Conduct identifies the standard of conduct, which is expected of all members of the OABO including all officers, referees-in-chief, clinicians, evaluators, speakers, and officials.
- iii) The Code of Conduct applies to all activities and functions of the OABO including competitions, camps, travel, accommodation, banquets and social activities associated with OABO events and events at which OABO members are participants.
- iv) Individuals who violate the Code of Conduct may be subject to disciplinary actions.

D) General Conduct

- i) OABO members and representatives are expected to uphold the highest standard of ethical behavior and personal conduct at all times, and are responsible for conducting themselves in such a way as to represent the OABO in the most favourable light at all times.
- ii) Members are bound to exhibit and encourage behavior, which is consistent with the Association's stated philosophies, standards of conduct and guidelines.
- iii) The OABO is committed to providing an environment where members respect the personal dignity of others, are free from all forms of harassment, and are free to exercise their rights under the Human Rights Code and the Canadian Charter of Rights.

E) Routine Enforcement

- i) ~~The Executive Committee of the OABO will deal with behavior occurring within the context of an athletic event or competition that contravenes the Code of Conduct, but is not considered a major violation.~~
All complaints related to the OABO Code of Conduct will be handled by the process outlined in Appendix 4.
- ii) ~~The Executive may initiate a mediation process in an attempt to resolve the complaint.~~
~~Failing successful mediation, the Executive shall conduct a formal inquiry into the matter of the complaint.~~
- iii) ~~The Executive has the authority to implement the following sanctions:~~
 - ~~a. Letter of Caution. This should be considered a warning, and a subsequent minor offence may lead to more severe consequences~~
 - ~~b. Suspensions of up to one month~~
- iv) ~~Copies of all documentation must be copied to the OABO Secretary Treasurer.~~

F) Complaint Procedure

Any official, local board, or the OABO itself gaining knowledge about actions which contravene the OABO Code of Conduct must initiate the Complaint Procedure, should they become aware of any potential violation of the Code. The Complaint Procedure shall be initiated by pursuing the following course of action including the notification of the OABO:

- i) ~~Document the incident in a report. This report should contain as much information as possible, including: a detailed description of the incident(s), date, name of person(s) involved, as well as supporting documentation pertaining specifically to the allegations. Examples might include score sheets, officials' reports, letters from witnesses, related documentation, etc. Any history of misconduct by the individual charged might be included if deemed relevant. The report should clearly indicate the aspect of the Code of Conduct, which the complainant believes has been violated, and the nature of that violation.~~

Submit a completed OABO Code of Conduct Reporting Form, as well as all other pertinent and supporting documentation of the incident. This could include score sheets, officials' reports, letters from witnesses, related documentation, etc. Any history of misconduct by the individual charged might be included if deemed relevant. The report should clearly indicate the aspect of the Code of Conduct, which the complainant believes has been violated, and the nature of that violation.

- ii) ~~Following documentation, the OABO Executive, or a person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint, will contact the parties involved in the complaint.~~

Following the submission of documentation, the procedure in Appendix 4 will used to resolve all complaints related to the OABO Code of Conduct.

- iii) Dependent on the severity of the violation, and as determined appropriate by the proper authority **OABO Professional Standards Committee**, a person found to be in violation of the OABO Code of Conduct, may incur one or more of the following sanctions:
- a. A formal letter of reprimand sent to the offending person. This should be considered a warning. Subsequent minor violations may lead to more severe consequences.
 - b. OABO Local Boards may be asked to refrain from scheduling any activities involving the offending person
 - c. Sanctions / suspensions of privileges of individuals may be applied by the **OABO Professional Standards Committee**.
 - d. Depending on the severity and nature of the actions, the official, Local Board ~~or~~ **and** the OABO Executive shall inform the proper authorities where acts of abuse have occurred.

G) Appeal Process

An appeal will only be considered in the case where it can be shown that a procedural error has taken place, or where new information, pertaining specifically to the original complaint, has come to light which has not been previously considered.

- i) ~~A complaint, in the context of the Code of Conduct, means a dispute in writing arising from the interpretation, application, administration or alleged contravention of the OABO Code of Ethics.~~

Should a member wish to appeal a decision made by the Professional Standards Committee, the process to be followed is outlined in Appendix 4.

- ii) ~~Any complaint referred to, as an appeal shall be heard by the OABO Executive. or a person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint.~~

- iii) ~~Neither The OABO Executive, nor any person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint, shall **not** be authorized to alter, modify or amend any part of the OABO Code of Conduct as part of the Appeal Process.~~

- iv) ~~The finding of the majority of the OABO Executive or, a person selected by the OABO Executive to act in an arm's length relationship in the resolution of a complaint, as to the facts and as to the interpretation, application, administration or alleged contravention of the OABO Code of Conduct shall be final and binding upon all parties concerned.~~

- H) The OABO is an Association of equals built on common interests and common objectives that is to provide officiating services, training of officials, evaluation and assignment of officials and coordination of officiating services with basketball organizations in Ontario. The above Code of Conduct reaffirms our common philosophy.

I) Definitions

- i) Harassment: Harassment consists of offensive, abusive, belittling or threatening behaviour directed at a person or people, because of a particular characteristic of that person or people, including the person or

peoples' level of empowerment relative to the harasser. The behaviour must be unwelcome and the sort of behaviour a reasonable person would recognize as unwelcome and likely to cause the person to feel offended, humiliated, or intimidated.

- ii) Sexual Harassment: A person is deemed to have sexually harassed another person (the person harassed) if
- a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed, or
 - b) the person engages in unwelcome conduct of a sexual nature in relation to the person harassed,

in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated, or intimidated. "Conduct of a sexual nature" includes making a statement of a sexual nature to a person, or in the presence of a person.

- iii) Behaviour constituting harassment: can take many different forms and may be explicit or implicit, physical, verbal, or non-verbal. Examples include, but are not limited to:
- a. jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation, or disability;
 - b. abusive behaviour aimed at humiliating or intimidating someone in a less powerful position;
 - c. unwelcome remarks including teasing, name-calling, or insults;
 - d. innuendo or taunting;
 - e. homophobic comments and/or behaviours;
 - f. uninvited touching, kissing, embracing or messaging;
 - g. unwelcome staring, leering or ogling;
 - h. unwelcome smutty jokes and comments;
 - i. unwelcome persistent or intrusive questions about a person's private life;
 - j. repeated invitations to go out, especially after prior refusal;
 - k. unwelcome sexual propositions;
 - l. the use of promise or threat to coerce someone into sexual activity;
 - m. sexual insults, taunts, or name-calling;

iv) Abuse: Abuse can be defined as, but not limited to any act of threat involving molestation, harassment, corporal punishment or any form of physical, sexual or mental abuse; the misuse of power or authority; treatment of an individual or persons in a harmful, injurious, and or offensive manner; speaking insultingly, harshly and /or unjustly to or about another person(s); or committing an act of sexual assault.

It should be noted that jokes and behaviour that are genuinely enjoyed and consented to by everyone present are not harassment. Sexual interaction or flirtation that is based on mutual attraction or friendship, and which is consensual or invited, is not sexual harassment. However, it is important to recognize that some people may accept or put up with behaviour they find harassing, especially if they hold a subordinate position relative to the group or individual engaging in the behaviour. It is the responsibility of all members covered by this policy to err on the side of caution and to be sensitive to the impact of their behaviour, not just those to whom the behaviour is primarily directed.

Rationale: This creates a new process that addresses the concerns raised in the lawsuit. The new process designed will provide clearer process, and more efficiency.

Appendix Amendments:

13.3 Appendix amendments require an affirmation two-thirds majority of the eligible voters present to carry.

Motioned by: Rick Parnham - OABO VP

Seconded by: Don Thorne - OABO Secretary /Treasurer

Motion 6:

Appendix 4 – Disciplinary and Appeals Procedures

Current:

This appendix shall outline the OABO Policy and Procedures for dealing with complaints and/or discipline situations related to OABO members or complaints raised by OABO members/OABO Local Boards with respect to but limited to the conduct of officials as well as players, coaches, bench personnel, administrators or others associated with a team.

A) REPORTING PROCESS

- 1) A Local Board suspends an official.
 - a. The OABO recognizes that any Local Board has the right to discipline their own officials. A Local Board may at any time short of finalizing disciplinary action, ask for advice from the OABO Executive by contacting the Secretary-Treasurer via regular mail or e-mail. It is advised that they also contact one other member of the OABO Executive which, in most cases, should be the President.
 - b. A Local Board who has suspended an official has in effect removed the member's qualification for the OABO membership status of "member in good standing with a Local Board" as per Article 5.1.2 and therefore must contact the Secretary-Treasurer who will forward the notice of suspension to all Local Board Presidents and Secretaries in order to prevent an infraction of Article 14.6.
- 2) The OABO receives a complaint regarding an OABO member.
 - a. A complaint arises from an OUA assignment.
 - The Secretary-Treasurer will forward the complaint to the appropriate OUA Pane Supervisor.
 - b. A complaint arises during an event where the Provincial Supervisor placed the official (eg. an OFSAA event)
 - The Secretary-Treasurer will forward the complaint to the Provincial Supervisor
 - c. A complaint arises from a service group where the official was assigned by a Local Board (eg. a high school game, Ontario College league games).
 - The OABO Secretary-Treasurer will forward the complaint to the appropriate Local Board President.
- 3) The OABO disciplines an OABO member.
 - a. Grounds for discipline will usually occur because of failure to comply with the OABO Constitution, delinquency in payment of authorized charges, or any other conduct to be contrary to the best interests of basketball.
 - b. Discipline will usually result in a caution or counselling, probation, suspension or expulsion, or a combination thereof, to be determined by the Executive Committee.
 - c. The OABO Secretary-Treasurer will inform the official by Registered Mail.
- 4) The OABO receives a complaint from an OABO member/OABO Local Board regarding the action(s) of a coach(s), player(s), team member(s), administrator(s), or others associated with a team and the request for Provincial withdrawal of services.
 - a) The Secretary-Treasurer will present the request to the OABO Executive. If the Executive supports the recommendation for withdrawal of services, the Secretary-Treasurer shall notify the appropriate team or individual by Registered mail.

B) RIGHT TO APPEAL

- 1) An OABO member has the right to appeal any disciplinary action involving suspension by a Local Board by submitting an Appeal in writing within 30 days to the Secretary-Treasurer.
- 2) An OABO member/OABO Local Board has the right to appeal any disciplinary action from an OUA Supervisor by submitting an Appeal in writing within 30 days to the Executive member who is a member of the particular Panel Commission.
- 3) Any OABO member/OABO Local Board has the right to appeal any disciplinary action from the OABO Executive to the OABO membership delegates. The Appeal shall be submitted in writing within 30 days to the Secretary-Treasurer who will immediately notify the Local Board Presidents that an appeal will be presented at the following AGM
- 4) Any coach(s), player(s), team member(s), administrator(s), or others associated with a team has the right to appeal withdrawal of services in writing within 30 days to the Secretary-Treasurer.
- 4) Any coach(s), player(s), team member(s), administrator(s), or others associated with a team has the right to appeal withdrawal of services in writing within 30 days to the Secretary-Treasurer.

C) APPEAL PROCESS

- 1) The Appeal Process does not eliminate or diminish the disciplinary action of the parties until a final decision is made by the "Appeals Committee", Panel Commission Members, or OABO delegate members based on sections C2), C3), and C4) below.

- 2) Upon notification of an Appeal from parties of those listed in the Right to Appeal sections B1) and B4) above, the Secretary-Treasurer will notify the President who shall be empowered to establish an "Appeals Committee" as per Article 12.3. The Appeals Committee Chairman shall communicate with the parties involved and request a written submission outlining the basis of appeal. Following a review of the written submissions, the Appeals Committee may decide to convene a hearing. Upon completion of the review of the written submissions and/or the hearing, the Appeals Committee, by majority vote, will recommend that the sanctions be upheld, lengthened, or removed. The decision of the Appeals committee will be submitted at the next Executive meeting and will be final and binding.
- 3) Upon notification of an Appeal from parties involved in item B2) listed in the Right to Appeal section above, any member of Panel Commission directly involved in the original complaint shall not be involved in the process of the appeal hearing as a member of the Panel Commission. The remaining Panel Commission members will review the submissions and their decision will be final and binding.
- 4) Upon notification of an Appeal from parties involved in item B3) listed in the Right to Appeal section above, the Secretary-Treasurer will add the Appeal to the AGM Agenda under New Business.

Proposed Amendment:

This appendix shall outline the OABO Policy and Procedures for dealing with complaints and/or discipline situations related to OABO members or complaints raised by OABO members/OABO Local Boards with respect to but limited to the conduct of officials as well as players, coaches, bench personnel, administrators or others associated with a team.

A) REPORTING PROCESS

- 1) A Local Board suspends an official
 - a. The OABO recognizes that any Local Board has the right to discipline their own officials. A Local Board may at any time short of finalizing disciplinary action, ask for advice from the OABO Executive by contacting the Secretary-Treasurer via regular mail or e-mail. It is advised that they also contact one other member of the OABO Executive which, in most cases, should be the President.
 - b. A Local Board who has suspended an official has in effect removed the member's qualification for the OABO membership status of "member in good standing with a Local Board" as per Article 5.1.2 and therefore must contact the Secretary-Treasurer who will forward the notice of suspension to all Local Board Presidents and Secretaries in order to prevent an infraction of Article 14.6.
- 2) The OABO receives a complaint regarding an OABO member.
 - a. A complaint arises from an OUA assignment.
 - The Secretary-Treasurer will forward the complaint to the appropriate OUA Pane Supervisor.
 - b. A complaint arises during an event where the Provincial Supervisor placed the official (eg. an OFSAA event)
 - The Secretary-Treasurer will forward the complaint to the Provincial Supervisor
 - c. A complaint arises from a service group where the official was assigned by a Local Board (eg. a high school game, Ontario College league games).
 - The OABO Secretary-Treasurer will forward the complaint to the appropriate Local Board President, **unless it is an OABO Code of Conduct Violation that is being reported. If such a complaint is filed, then the chair of the Professional Standards Committee would be copied and an investigation initiated.**
- ~~3) The OABO disciplines an OABO member~~
 - ~~a. Grounds for discipline will usually occur because of failure to comply with the OABO Constitution, delinquency in payment of authorized charges, or any other conduct to be contrary to the best interests of basketball.~~
 - ~~b. Discipline will usually result in a caution or counselling, probation, suspension or expulsion, or a combination thereof, to be determined by the Executive Committee.~~
 - ~~c. The OABO Secretary-Treasurer will inform the official by Registered Mail.~~
- 3) The OABO receives a complaint from an OABO member/OABO Local Board regarding the action(s) of a coach(s), player(s), team member(s), administrator(s), or others associated with a team. ~~and the request for Provincial withdrawal of services.~~
 - a) The Secretary-Treasurer will present the complaint to the Local Board President to handle with their client. Should this be a complaint arising from a provincial body such as OFSAA, OBA or OCAA, then the OABO will communicate the complaint to the client for resolution.** ~~request to the OABO Executive. If the Executive supports~~

~~the recommendation for withdrawal of services, the Secretary-Treasurer shall notify the appropriate team or individual by Registered mail.~~

4) The OABO receives a complaint regarding an OABO Member and a reported violation of the OABO Code of Conduct. The following process will be followed.

OABO Reporting, Investigation and Discipline Process:

- 1) Any breach of the OABO Code of Conduct must be reported via the "OABO Code of Conduct Violation Form," found on the OABO website.**
- 2) Only issues formally reported in the correct manner will be considered for investigation.**
- 3) Issues pertaining to complaints about judgment and call selection concerns will be forwarded to the local board to investigate.**
- 4) Once a formal complaint has been lodged with the OABO Secretary / Treasurer it will be sent to the chair of the "OABO Professional Standards Committee?" to begin the investigative process.**
- 5) Notification of the complaint will be provided to the member by the Chair of the OABO Professional Standards Committee, within 48 hours of receiving the complaint.**
- 6) The chair will construct an Investigative Panel from the pre-approved body of members that will consist of the chair and 2 other members.**
- 7) The Panel will seek reports and witness statements in an attempt to resolve the concern through mediation with the respondent. Should mediation fail the Panel will schedule a hearing to resolve the complaint.**

8) The hearing procedure will be as followed:

- 1. The Chair will designate someone to take detailed minutes of the hearing**
- 2. Hearing called to order by chair**
- 3. Introductions of participants**
- 4. Opening statements by the complainants**
- 5. Witness statements on behalf of the complainants**
- 6. Opening statements by the respondents**
- 7. Witness statements on behalf of the respondents**
- 8. Rebuttal witnesses for the complainants, followed by rebuttal witnesses for the respondents**
- 9. Closing arguments for each side with the complainant first followed by the respondents**

Robert's Rules of order will be followed by the chair through the proceedings.

- 8) The Panel will adjourn the hearing and take the evidence of the proceedings into account to formulate a decision. The minutes of the meeting and evidence provided by all parties must be included in the decision making process and clearly identified reasoning for the outcome referenced from the notes of the proceedings.**
- 9) The decision will be formally communicated to all parties via written report of the decision within 5 days of the date of the hearing.**
- 10) Sanctions, should they be warranted, could range from no further action, to a letter of reprimand, to suspension of membership, to expulsion from OABO.**

B) RIGHT TO APPEAL

- 1) An OABO member has the right to appeal any disciplinary action involving suspension by a Local Board by submitting an Appeal in writing within ~~30~~ **15** days to the Secretary-Treasurer.**
- 2) An OABO member/OABO Local Board has the right to appeal any disciplinary action from an OUA Supervisor by submitting an Appeal in writing within ~~30~~ **15** days to the Executive member who is a member of the particular Panel Commission.**
- 3) Any OABO member/OABO Local Board has the right to appeal any disciplinary action from the OABO Professional Standards Committee. The Appeal shall be submitted in writing within ~~30~~ **15** days to the Secretary-Treasurer. ~~who will immediately notify the Local Board Presidents that an appeal will be presented at the following AGM~~**
- ~~4) Any coach(s), player(s), team member(s), administrator(s), or others associated with a team has the right to appeal withdrawal of services in writing within 30 days to the Secretary-Treasurer.~~

C) APPEAL PROCESS

- ~~1) The Appeal Process does not eliminate or diminish the disciplinary action of the parties until a final decision is made by the "Appeals Committee", Panel Commission Members, or OABO delegate members based on~~

sections C2), C3), and C4) below. ***Should a member file an appeal, the imposed sanction would be paused until the appeal process is conducted.***

~~2) Upon notification of an Appeal from parties of those listed in the Right to Appeal sections B1) and B4) above, the Secretary Treasurer will notify the President who shall be empowered to establish an "Appeals Committee" as per Article 12.3. The Appeals Committee Chairman shall communicate with the parties involved and request a written submission outlining the basis of appeal. Following a review of the written submissions, the Appeals Committee may decide to convene a hearing. Upon completion of the review of the written submissions and/or the hearing, the Appeals Committee, by majority vote, will recommend that the sanctions be upheld, lengthened, or removed. The decision of the Appeals committee will be submitted at the next Executive meeting and will be final and binding.~~

2) Upon notification of an Appeal from parties of those listed in the Right to Appeal sections B1) and B3) above, the following process will be used.

Appellate Process:

- 1) ***Should a member be sanctioned by their Local Board or the OABO Professional Standards Committee they would have 15 days from the date of sanction being imposed to appeal the sanction.***
- 2) ***The notice of appeal must be filed to the OABO Secretary / Treasurer with a clear explanation for the reason of appeal.***
- 3) ***Upon notice of an appeal the OABO Secretary / Treasurer will communicate with the OABO Executive to schedule a formal appeal hearing.***
- 4) ***A chair will be appointed by the OABO President.***
- 5) ***All documentation regarding the initial hearing will be provided to the chair for the use of all parties during the appeal.***
- 6) ***The hearing procedure will be as followed:***
 1. ***The Chair will designate someone to take detailed minutes of the hearing***
 2. ***Hearing called to order by chair***
 3. ***Introductions of participants***
 4. ***Opening statements by the chair (or designate) of the OABO Professional Standards Committee***
 5. ***Opening statements by the respondents***
 6. ***Rebuttal witnesses for the complainants, followed by rebuttal witnesses for the respondents***
 7. ***Closing arguments for each side with the complainant first followed by the respondents***
- 7) ***Robert's Rules of order will be followed by the chair through the proceedings.***
- 8) ***The Panel will adjourn the hearing and take the evidence of the proceedings into account to formulate a decision. The minutes of the meeting and evidence provided by all parties must be included in the decision making process and clearly identified reasoning for the outcome referenced from the notes of the proceedings.***
- 9) ***Following completion of the appeal, the OABO Executive will communicate their decision with 5 days of the appeal.***
- 9) ***This decision will be considered final.***

3) Upon notification of an Appeal from parties involved in item B2) listed in the Right to Appeal section above, any member of Panel Commission directly involved in the original complaint shall not be involved in the process of the appeal hearing as a member of the Panel Commission. The remaining Panel Commission members will review the submissions and their decision will be final and binding.

~~4) Upon notification of an Appeal from parties involved in item B3) listed in the Right to Appeal section above, the Secretary Treasurer will add the Appeal to the AGM Agenda under New Business~~

Rationale: This creates a new process that addresses the concerns raised in the lawsuit. The new process designed will provide clearer process, and more efficiency.