

### 34. RACE OFFICIALS PERFORMANCE

- 34.1 The Race Official's Committee shall consider any reports about the conduct and competence of ISAF Race Officials adopting the following procedure.
- 34.2 On receipt of a positive report concerning an ISAF Race Official's conduct or competence he shall be informed of the content of that report.
- 34.3 Receipt of any other report concerning an ISAF Race Official's conduct or competence will be considered by the Secretary General and if it needs further action it shall be referred to the Chairman of the Race Officials Committee and a Vice President who shall place it in one of four categories, namely; insignificant, minor, major or urgent and serious on the following basis:
- (a) Insignificant Reports – reports which are considered not to be of any significance in relation to the competence or conduct of the ISAF Race Official concerned.
  - (b) Minor Reports – reports which are relevant to the conduct or competence of the ISAF Race Official and which should be communicated to him to assist him in improving his technique, but which are not serious enough to warrant any sanction.
  - (c) Major Reports – reports which disclose a lack of competence or conduct serious enough to warrant a formal investigation and possible sanctions. These may include a series of minor reports commenting on the same or similar problems. A report will be categorized as major if it describes a level of competence or conduct clearly below the level required for appointment as an ISAF International Race Official.
  - (d) Urgent and Serious Reports – reports which disclose a lack of competence or conduct so serious that it would be appropriate to consider immediate suspension of the ISAF Race Official and subsequent possible sanctions.
- 34.4 Reports will be categorized as insignificant, unless they are in writing and made by; a race official, competitor, Technical Delegate or authorized member of the organizing authority or class association.
- 34.5 Where a report or complaint is categorized as insignificant no further action shall be taken.
- 34.6 Where a report or complaint is categorized as minor, it shall be recorded by the Secretary General. At intervals of approximately six months ISAF Race Officials shall be sent copies or resumes of such reports relating to him, in a form where its source is disclosed. The purpose of doing so will primarily be to educate him. The Chairman of the Race Officials Committee and a Vice President may request the race official to undertake appropriate action in order to improve his performance. If requested by the race official, further advice and assistance will be provided by ISAF to help overcome any problems that he may have. The Chairman of the relevant Sub-committee shall be supplied with all copies and resumes of minor reports and all requests to undertake action that are sent to race officials in its discipline.
- 34.7 Where a report or complaint is categorized as major or as urgent and serious, formal action by ISAF will be taken.
- 34.8 Where formal action is to be taken, the Chairman of the Race Officials Committee shall either appoint a panel of three people to investigate the report or act as a petitioner to the Executive Committee in accordance with Regulation 52.1. The panel, if appointed, shall include two members who will be members of the Race Officials Committee or its sub-committees and may include one member of other ISAF committees and sub-committees if appropriate.

## ISAF REGULATIONS

- 34.9 The panel shall investigate the report and recommend to the Chairman of the Race Officials Committee and all its Sub-committees either that no further action is taken, or that sanctions shall be imposed or that that matter shall be referred to the Executive Committee. The Race Official concerned shall be informed of the investigation at its inception and the complaints concerned shall be supplied with all relevant documents. He shall be entitled to answer the allegations in writing or before the panel as he elects. If sanctions are recommended they shall be specified. The Chairman of the Race Officials Committee and its sub-committee chairmen shall confirm the recommendation or decide that the sanction to be imposed shall be less than that recommended. On confirmation the Chairman shall report the decision to the Executive Committee.
- 34.10 The panel may recommend an appropriate sanction, for example:
- that a formal warning be given;
  - that a reprimand be given;
  - that the ISAF Race Official shall not be appointed to or approved for events; of a specified grade or type;
  - that the ISAF Race Official be supervised when attending an event;
  - that the ISAF Race Official attend a seminar before attending a further event;
  - that the ISAF Race Official be re-assessed in his discipline, if assessment is a requirement before appointment in that discipline;
  - that the ISAF Race Official take a test in the discipline concerned;
  - that the ISAF Race Official be suspended from his appointment for up to one year;
  - that the appointment of the ISAF Race Official be terminated.
- 34.11 If the recommendation is that the appointment be terminated, the matter will be referred to the Executive Committee which shall be the only body with authority to terminate an appointment and shall treat the recommendation as a grievance under regulation 52.
- 34.12 Except where regulation 34.11 applies, the Race Official can appeal against any sanction imposed under regulation 34 to the ISAF Review Board