

Race Officials Performance Regulation

Regulations 15.19.8, 37.9, 34.9, 35.9, 36.10 and 51
and incorporating deferred submission 124-05

A submission from the Chairman of the Race Officials Committee

Proposal:

Add to 15.19.8 paragraph 19(h)

- (h) in conjunction with the Executive Committee to deal with reports about the conduct and competence of ISAF Race Officials and to make commendations and administer sanctions where appropriate

Delete Regulations 33.9, 34.9, 35.9 and 36.10 and insert new regulation:

37. RACE OFFICIALS PERFORMANCE

- 37.1 The Race Official's Committee shall consider any reports about the conduct and competence of ISAF Race Officials adopting the following procedure.
- 37.2 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.
- 37.3 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.
 - (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.
- 37.4 Reports will be categorised as insignificant, except in the case of urgent and serious reports, unless they are in writing and made by; a race official, competitor, Technical Delegate or authorised member of the organising authority or class association.

- 37.5 Where a report or complaint is categorised as insignificant no further action shall be taken.
- 37.6 Where a report or complaint is categorised 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, but in a form where its source is not disclosed. The purpose of doing so will primarily be to educate him. On request advice and assistance will be provided by ISAF to help overcome any problems that he may have.
- 37.7 Where a report or complaint is categorised as major or as urgent and serious, formal action by ISAF will be taken.
- 37.8 Where formal action is to be taken, the Chairman of the Race Officials Committee shall appoint a panel to investigate the report. The panel 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.
- 37.9 The panel shall investigate the report and recommend to the Chairman of the Race Officials Committee either that no further action is taken, or that sanctions shall be imposed or that that matter shall be referred to the Executive Committee. If sanctions are recommended they shall be specified. The Chairman of the Race Officials Committee and the relevant sub-committee chairman 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.
- 37.10 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
- 37.11 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 grievance under regulation 51.
- 37.12 The race official can appeal against any sanction imposed under regulation 37 to the ISAF Review Board

Insert clauses 33.10(a)(iv), 34.10(a)(iv), 35.10 (a)(iv) and 36.11(a) (iv) as follows:

- (iv) any sanction imposed pursuant to Regulation 37.11

Current Position:

The current regulations are inadequate and possibly conflicting as set out in submission 124-05.

Reasons:

The principles set out in submission 124-05 were agreed by Council. The current regulations and terms of reference of the Race Officials Committee do not provide an adequate framework for managing reports relating to ISAF race officials. This submission will link the race officials' regulations with regulation 51 and permit the ROC to implement a procedure to deal with all matters relating to performance reports on Race Officials in a proper manner that ensures due process.

Perhaps more importantly the Race Officials Committee wish to create a system that encourages both positive and negative feedback from those we serve as well as our peers. With the exception of event reports within each separate discipline of race officials this system does not currently exist. The prime focus of the system is to cause continuous improvement by providing regular feedback to each individual.

To our knowledge, every International sport has a system for monitoring the performance of its officials for the purpose of promoting those with the highest competence and improving the skills of all. Many sports appoint observers to carry out this function but this is not feasible for sailing. It is desirable to establish a well understood system that can be used by all rather than rely on word-of-mouth as at present.

It is planned that the reporting system will, in time, be web-based. Those filing reports will require an ISAF identification. Until then, ISAF will maintain a record of the source of all reports and this may be used to ensure the system is not abused.