



## Executive Summary

The Eastern Massachusetts Swimming Officials Association (EMSOA) was formed to help Eastern Massachusetts Swimming Officials maintain the highest standards of professionalism and impartiality in the officiating of high school and college swimming competition according to the rules of the National Federation of State High School Associations (NFHS) and the National Collegiate Athletic Association (NCAA) as published in their annual rule books.

## Mission Statement

To educate and improve the capabilities of its members in the officiating of high school and college swimming meets, and to generate outstanding rapport within the Eastern Massachusetts High School and Collegiate swimming community.

## Membership

- Membership in EMSOA will consist of qualified individuals who pay their annual dues (set as 1 meet fee per MIAA Blue book); attend 1 annual meeting the 1<sup>st</sup> week of September, and complete certification/recertification testing with a passing grade.
- The Membership fee is to cover purchasing of rule books, MIAA annual registration, NFHS annual insurance registration, administrative costs, training, and any other costs associated with the oversight of the organization.
- Legal status- Members are not employees of EMSOA but members of the association and independent contractors.

## Officers

- **President** - will direct, with the advice of other Board members and consent of the Association in general, will delegate authority as needed, will promote active adherence to all established rules and will appoint ad-hoc Committees as needed.
- **Vice-president** - The vice-president will perform all the duties of the President if the President is unable, or unwilling to act.
- **Secretary/Treasurer** - The Secretary will keep all minutes of any meetings and the history of the association. The Secretary will handle all correspondence, including notices to members. The Secretary will also notify new applicants of their acceptance into membership and relay any information necessary to help them perform as Officials. The Secretary will maintain current membership data, such as names, addresses, phone numbers, and e-mail addresses.

The Treasurer will collect, account for, and deposit any moneys received by the Association. The Treasurer will give periodic reports to the officers, and at least annually, provide a complete report of all fiscal activity to the membership. The



treasurer also collects all dues and orders and pays for all materials provided annually to membership.

## Officers Terms

Effective August 14, 2012 the President and Vice-President will serve 3 year terms. The current Vice-President's term will expire on April 1, 2014. The President's term will expire on April 1, 2015. The crossover of successors will occur at the annual spring Executive Committee meeting. The Secretary/Treasurer will serve at the will of the President and Vice-President.

## Executive Committee

An executive committee consisting of the 3 officers, Pete Foley, National NFHS Rep and Rules Interpreter, Priscilla Davis 'ex-officio', the 7 League Assignors, and 2 ad-hoc members (to be voted in by the membership at its annual meeting, shall meet at least twice a year in the spring after the season to review the previous season and make recommendations for the next season and once in August to establish test questions and set the agenda for the fall meeting or as needed when issues arise. Each meeting will also be open to discuss any other issues with the organization. Any votes/recommendations made/taken at these meetings will be by attending members only. There will be no absentee voting.

## Conduct of Officials

- EMSOA Officiating membership will not be issued to anyone convicted of a felony without a recommendation by the Board of Directors.
- When a current member Official is indicted or charged with a felony or violation of any statute pertaining to minors, sexual offense, drugs or a controlled substance, or gambling, such membership will automatically be suspended pending recommendation by the Board of Directors. Currently certified Officials must inform the EMSOA Board of Directors of any such indictment or charge immediately.
- .Any Official whose membership has been suspended or revoked, or an applicant who is denied membership, may petition the Board of Directors for reinstatement. The Board will make the final decision.
- Officials in the EMSOA shall not drink alcoholic beverages before the meet on the day of any meet to which he/she is assigned, nor shall any Official use any tobacco products at any competition site. Any evidence of violation of this code shall be subject to appropriate action by the Board of Directors.
- All Officials must wear uniforms consisting of Navy pants/shorts with an EMSOA approved white polo shirt.
- The Board of Directors shall investigate any complaint received concerning the conduct and competence of any member Official. The Board of Directors will restrict the offending Official immediately upon proof of any violation and have the authority to act in the best interest of EMSOA.



- All complaints to the Board of Directors must be in writing, and signed by the complainant.
- Any Official accused of a violation has the right to be heard before any decision is reached by the Board of Directors.
- If the Board of Directors notifies a member that issues have been raised regarding his/her performance, or conduct, and requests that the Official answer to such allegations, the Official shall have the option of submitting a voluntary resignation. If the Official would petition for reinstatement he/she would have to resolve any past allegations.

## Code of Conduct for Officials

The Code outlines the personal responsibilities officials have to the meets:

- Officials shall bear a great responsibility for engendering public confidence in sports.
- Officials shall be free of obligation to any interest other than the impartial and fair judging of sports competitions.
- Officials shall hold and maintain the basic tenets of officiating which include history, integrity, neutrality, respect, sensitivity professionalism, discretion and tactfulness.
- Officials shall master both rules of the game and mechanics necessary to enforce the rules, and shall exercise authority in an impartial, firm and controlled manner.
- Officials shall uphold the honor and dignity of the profession in all interactions with student athletes, coaches, school administrators, colleagues and the public.
- Officials shall display and execute superior communication skills, both verbal and non verbal.
- Officials shall recognize that anything, which may lead to a conflict of interest, either real or apparent, must be avoided. Gifts, favors, special treatment, privileges, employment or a personal relationship with a school or team, which can compromise the perceived impartiality of officiating, must be avoided.
- Officials shall prepare themselves both physically and mentally, shall dress neatly and appropriately, and shall comport themselves in a manner consistent with the high standards of the profession.
- Officials shall not be party to actions designed to unfairly limit or restrain access to officiating, officiating assignments or to association membership. This includes selection for positions of leadership based upon economic factors, race, creed, color, age, sex, physical handicap, country or national origin.
- Officials shall be punctual and professional in the fulfillment of all contractual obligations.
- Officials shall work with each other and their governing bodies in a constructive and cooperative manner.
- Officials shall resist every temptation and outside pressure to use one's position as an official to benefit oneself.



- Officials shall never participate in any form of illegal gambling on a sports contest, may never gamble on any sporting event in which they have either a direct or indirect involvement, and may never gamble on events involving high school athletics.
- Officials shall not make false or misleading statements regarding their qualifications, rating, credentials, experience, training or competence.
- Officials shall accept responsibility for all actions taken.

## Staff Profile

### Officers:

President: Steve Davidson, 15 Michael Road Beverly, MA 01915

[stevedavidson48@yahoo.com](mailto:stevedavidson48@yahoo.com)

Vice-President: Dick Lennon, 28 Bradley Road Andover, MA 01810

[SwimDirMCE@aol.com](mailto:SwimDirMCE@aol.com)

Secretary-Treasurer: Rob Garon, 47 Kenneth Road Scituate, MA 02066

[emsoasectrea@gmail.com](mailto:emsoasectrea@gmail.com)

### Webmaster:

Niki Jamieson, [nik@click-on-nik.com](mailto:nik@click-on-nik.com)

### Representatives to the M.I.A.A:

Rob Garon, [garon02066@hotmail.com](mailto:garon02066@hotmail.com)

Bill Walker, [wywih2o@comcast.net](mailto:wywih2o@comcast.net)

### Officiating Fees Committee:

Swim Meets, League Championships Fees, and Extra event pay questions

- Chair: Peter Foley, [pfolz01@yahoo.com](mailto:pfolz01@yahoo.com)

### Rules Committee:

Update of Swim & Diving Information, Interpretation, Help, Adjudication, and Presentation at Fall Meetings

- Chair: Chris Brady, [CCoachB@aol.com](mailto:CCoachB@aol.com)
- Vinnie Adamoyurka, [VPAdam@hotmail.com](mailto:VPAdam@hotmail.com)

### New Officials:

Training, Testing

- Chair: Keith Meliones, [melioneskc@comcast.net](mailto:melioneskc@comcast.net)
- Ed Gardner, [edwgardner@gmail.com](mailto:edwgardner@gmail.com)

### Meet Assignment Issues:

- Chair: Dick Lennon, [SwimDirMCE@aol.com](mailto:SwimDirMCE@aol.com)



EASTERN MASSACHUSETTS SWIMMING OFFICIALS ASSOCIATION  
CHARTER

League Assigners:

Assigner	League/Area	Cell #	E-mail
Barb Damon	Northeast	978-407-2857	barbdamon@netzero.com
Sue Gaspar	Hockomock, Patriot, Pilgrim, So. Catholic, So. Independent	781-223-1392	nugddsmom@verizon.net
Joan Kelly	Bay State, Dual County (Winter partial), Tri-Valley, Xavarian	508-875-5126	joankelley@aol.com
Dick Lennon	Brockton, Small Catholic, some Greater Boston- Middlesex,	508-523-4336	SwimDirMCE@aol.com
Barb Smith	Merrimack Valley, Dual County (Winter partial)	508-517-7849	bsmith@lowell.k12.ma.us
Ed White	Vocational, Cape Ann, Phillips Andover Academy	617-686-6130	hewwhite2@hotmail.com
Rob Garon	Worcester Academy	617-827-3997	garon02066@hotmail.com

College Swim and Dive Assigners:

Requires Additional Certification <http://www.csoaofficials.com>

Assigner	College	Cell #	E-mail
Priscilla Davis	Harvard, Gordon	978-578-6556	pdswim@comcast.net
Rob Garon	Bentley, Babson, BC, Brandeis, Bryant, MIT, Northeastern, Simmons, Regis, Tufts	617-827-3997	garon02066@hotmail.com
Joan Kelley	Wellesley	508-875-5126	joankelley@aol.com
Steve Davidson	BU	978-500-9428	stevedavidson48@yahoo.com
John Brunelli	Wheaton	508-930-7820	jpbrunelli@aol.com
Sue Gaspar	Bridgewater University	781-223-1392	nugddsmom@verizon.net

- \* Many Independent schools and several Leagues require that their AD/Coach assign their own officials.
- It is each official's responsibility to seek postings from these assigners.
- It is recommended that each official be pro-active and review each meet's schedule at the website: [www.highschoolsports.net](http://www.highschoolsports.net)
- ....you must be specific when seeking a school. E.g. Medford High School. Reading Memorial High School.