

**Inland Empire Soccer Referee Association (IESRA)  
Procedures for Addressing Charges of Poor Referee Performance**

**PURPOSE:**

IESRA's purpose is to promote soccer and assist referees develop their skills. There are various avenues for coaches, parents, players and interested fans to express their approval and disapproval of soccer referees. The IESRA maintains a website ([www.spokaneref.org](http://www.spokaneref.org)) that facilitates the "evaluation" of any referee or assistant referee assigned by the association. Those "evaluations" are used to develop appropriate training programs. The referee may be informed of the "evaluation", if appropriate, if it involves an obvious misapplication of the Laws of the Game. These procedures address only complaints received IN WRITING that ask the association to investigate a referee for extremely poor performance or inappropriate behavior. A report on Spokaneref.org is considered a written complaint if the evaluator lists his/her name and either address or email.

**AUTHORITY & POWERS:**

The bylaws of the IESRA provide for the appointment of a Judicial Committee of at least 3 persons (Part IX, Paragraph 9.01, Permanent Committees). The committee is appointed by the President and approved by the Board. It has the power to require an appearance. It is to render a written report. It can take punitive action including fines (and assumed to be able to levy assignment limitation recommendations and suspensions). The referee may appeal decisions to the full Board of Directors. The Judiciary Committee shall be (approved by the Board March 2014); President, Director of Mentoring, Assignor for the match and up to two "senior" officials.

**INTENT:**

The intent of these procedures is to improve the performance and public perception of soccer referees assigned by the association. Any findings of reviews should be used to assist referees improve skills and performance.

**ACTION STEPS:**

1. The IESRA will respond to written evaluations completed on the spokaneref.org website for poor performance evaluations. A poor performance threshold will be established. An email confirmation will be sent to the evaluator that the association has received an evaluation.
2. The referee website will alert the President when a poor performance evaluation has been received that needs to be reviewed.
3. The President may need to clarify the evaluation with the evaluator, or crew or contact coaches.
4. The President will notify in writing (via email) directly to the referee that a poor performance evaluation has been submitted. This notification will summarize or list the items of low rating.
5. The official will prepare a written response. Included in that response should be all match misconduct reports (if there were any), and a match incident report (if

- prepared). Include any reports prepared by the assistant referees who were working the match (if prepared).
6. The President will set a time and place where the referee and the Committee can meet, preferably within 5 days of receiving the charges.
  7. It is important for the Committee to distinguish between application of the LAW and incidents of judgment. Evaluations that criticize the judgment of the referee that has applied the LOTB appropriately are “not appealable”.
  8. The Committee should use sources of reference include the *Laws of the Game* (current year), *Advice to Referees on TLOG (updated biannually)*, *Guide to Procedures for Referees, Assistant Referees & 4<sup>th</sup> Officials*, the *Referee Administrative Handbook (all USSF)*, or the *HF Soccer Rules Book*. Your experience in managing players, coaches, and fans are a primary reason you were chosen for this Committee. Many complaints deal with player and sideline management.
  9. The Director of Mentoring may send an approved MENTOR to the referee’s next match and complete a Feedback form for review by the committee.
  10. After meeting with the referee, hearing ‘his/her side of the story’, and asking him/her questions, excuse the referee and discuss the case. Decide on appropriate action. Emphasize training and mentoring. Use assignment restrictions, fines, and suspensions very carefully but certainly where appropriate or when there are repeated incidents by the same referee.
  11. A written report to the referee is required by the bylaws. Keep it simple. Address the issues of the charges. This should be done within 7 days of receiving the complaint. Send a copy of your report to the President. S/he may share it with the assignors and/or the Board of Directors.
  12. It is not required, nor appropriate, to release the findings and actions of this Committee to the person who filed the complaint. It is unethical to release the names of anyone involved, the facts, or the findings to any unauthorized person. The only authorized audience is the referee involved and the IESRA President.
  13. The Committee should keep all original complaints and a copy of the committee’s reports in a permanent file.
  14. If the Committee determines that the official’s rank should be changed, the assignors will be notified.