



Referee Committee

Minutes of Meeting  
April 6, 2016  
Telephone Conference

Attendance:

Referee Committee:

Tom Fuller – Chair  
Ruth Macnamara – Vice Chair, Secretary  
Terese Friel-Portell – At Large Member  
Howard Meisner, NE– Regional Coordinator Representative to Committee  
Marcus McElhenney – Athlete Representative

USRowing Staff:

John Wik – Director of Referee Programs

Tom Fuller called the meeting to order at 8:05PM EDT.

1) Adaptive Rules Discussion

- Rules Committee Input: Wik  
The Rules Committee has not met.  
Tom Fuller – Marcus, Gary Caldwell, and Tom had a discussion today regarding the Para/Adaptive Rules. The intent of these rules is to meet the needs of the broader community of Para/Adaptive athletes in the United States. The Para portion of the Rules is for the more competitive athletes who are competing at a high level, i.e. FISA events. The Adaptive portion of the rules is for the local regattas, i.e., for those athletes who are not asking to be classified and whose equipment is not meeting the strict standards of those at FISA events. It is possible to have both types competing simultaneously or they may be in different events at the same regatta. It will depend on entries, etc. There appears to be some concern between the adaptive community and the para community regarding these rules. These rules will be in an **ADVISORY** capacity for a (yet to be determined) period of time. Currently we have both types of athletes and the goal is to allow them all to compete.
- Regional Coordinator Input: Meisner  
Most of the feedback so far from the Regional Coordinators is simply: What are the procedures? How will we do x? Will there be laminated cards to figure out what the specific requirements are at control commission for athlete's straps and boat specifications? There haven't been any questions or concerns that are rule related.
- Referee Committee Comments -  
Ruth – How should we address the athletes? Throughout these Proposed Rules, we refer to the athletes as Adaptive Rowers. In the FISA Rules, it appears that the events are titled Para-Rowing Events and the athletes/competitors are Rowers.  
Tom – will ask the community what they would like to be called in the Rule Book.  
Tom – proposed that the Rules Committee meet and Howard meet with the Regional Coordinators for more feedback. Then the Referee Committee will have a joint meeting with the Regional Coordinators. If Rules Committee and the Referee Committee have differences,

then they will have a joint meeting too. Tom would like to get it done before end of the month.

**ACTION: Tom and John will talk to the para/adaptive community to find out how the athletes would like to be addressed in the Rues. They will share the answer with the Referee Committee, Rules Committee and Regional Coordinators. The Referee Committee and Regional Coordinators will have a joint Meeting on Wednesday 4/27/16 on this one issue. At this time, Tom and Marcus will be able to share the Rules Committee's feedback.**

- 2) SafeSport / NCSI – Do we need a statement on referee ethics and expected behavior to be included on the RDS, to be signed by each referee as a part of their annual RDS submission?: Macnamara

Wik: Most people are complying with NCSI and SafeSport. Initially, there was a little confusion logging into the system. There have not been a lot of recent issues with it.

Ruth suggested that the Committee draft a Code of Conduct to be signed each year by USRowing Referees. This Code of Conduct would be a requirement each year for licensure. It would be included in the RDS. It would outline the expectations of referee conduct with athletes, coaches, LOC members, fellow referees and volunteers. Tom Fuller fully supports this to remind us of the minimum expectation of behavior.

Discussion on how it would function in the RDS. Each Referee would have to actively check the box stating that they have read and agree to the Code of Conduct (the RDS program would not default to automatically check the box to agree to the Code of Conduct). Howard stated that there is no issue with the RDS having this capability. Each referee would attest to the Code of Conduct annually. The RDS would not track any Code of Conduct incidents. If a referee does not sign the Code of Conduct annually, they will not be allowed to referee.

Marcus, with members of the Ethics and Performance Subcommittee panel, would be the neutral arbitrator of any issues brought forward against a referee. It would not be the Regional Coordinators' responsibility. Again, Marcus, as Chair of the Ethics and Performance Subcommittee, has a group of people he can draw from to investigate any complaints that come up. The Ethics and Performance Subcommittee would track and keep all records of any reported violations or complaints and recommended sanctions.

Tom emphasized that we need to give the corps notice and how to deal with any issues that may arise.

**ACTION: Marcus and Ruth will draft a Referee Code of Conduct (content) to be reviewed at next month's meeting. John Wik will run the idea by Glenn and the Board. Tom and Marcus will work on a tracking mechanism and what the repercussions are, and update the Internal Operating Procedures to incorporate these additional duties of the Ethics and Performance Subcommittee (procedures).**

**Marcus, as the Chair of the Ethics and Performance Subcommittee, will submit a report to the Committee quarterly and will submit an annual report at the Referee Committee Meeting at the Annual Convention.**

- 3) Update: Clinician Conference Calls – 1. Foot Release, 2. Transgender, 3. PDF's: Wik
- Calls scheduled for next Monday, Tuesday, Wednesday, and Thursday: 8:00 PM EDT 888-338-1010 PIN 56461)
- All committee members are welcome to sit in on any and/or all calls. Most, if not all, of the Regional Coordinators have sent messages out to their clinicians advising them on the times.

- 4) Conflict of Interest forms to be completed by members of Referee Committee – annual requirement: Wik  
We need to get these back to John Wik. Please scan and send back to John Wik electronically.

5) Regional Coordinator Survey - Howard

Dee and Jorge have been working on a survey to send to the Referees who have participated at national championships. At the convention, the discussion and decision was made to send the survey to the entire Referee Corps. The final survey has been completed and will be sent to the entire Corps by USRowing. The responses are due back by April 20<sup>th</sup>. The answers to the survey will be anonymous. Dee and Jorge will collect the data. They will then share the data with the Regional Coordinators and the Referee Committee. This will allow the Regional Coordinators to have a data-based discussion with the Committee. The Committee, through USRowing Staff, will send a summary report and recommendations to the USRowing CEO.

The paragraph below is the email that will be sent by USRowing:

"The Referee Committee working with your respective Regional Coordinators has previously approved a survey regarding chiefs and deputies for USRowing National Championship regattas which was distributed in 2015. Following on that information, you, the entire referee corps, are being asked to complete the following survey which asks for information about selection and attendance or non-attendance at national regattas. The results will be used to continue the dialogue currently about the selection process, availability and working conditions for referees at our national regattas. Your participation and honest responses are requested and encouraged. Please complete the survey no later than April 20th, 2016. Thank you in advance for your courtesy and cooperation."

[Link then goes here with advice to click on the link]

6) Other Committee Member Items : All

- Referee Safety Working Group – would like to talk to USRowing about the working conditions at Club Nationals to make it a safer for the Referees.
- John Wik suggested that this needs to come from the Referee Committee not the subcommittee. The subcommittee needs to report to the Committee and the Committee will then submit a report with recommendations to staff, John Wik. John Wik will take the recommendations to the CEO of USRowing.
- Referee Safety Working Group requests to be added to the May Agenda.

Marcus made the motion to adjourn.

Terry seconded the motion.

Meeting adjourned at 9:12PM EDT.

Calendar:

Joint Referee Committee and Regional Coordinator Meeting re Para/Adaptive Rules April 27, 2016

Next Referee Committee Meeting: May 4, 2016

Respectfully submitted,

Ruth Macnamara

Vice Chair, Secretary

USRowing Referee Committee

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