Annex C

Eastern Ontario Umpire Association Membership Policy

Preamble

This Policy defines “Member In Good Standing”, sets processes for internal and external complaints and sanctions, and sets out who has the power to determine that a Member is not in good standing with the Eastern Ontario Umpire Association (the Association).

Membership in the Constitution

3.1 Eligibility

3.1.1 Any individual, who is a registered umpire with Softball Ontario, may apply to the Board of Directors for membership in the Association. Subsequent to the granting of membership, it shall continue as long as the individual remains an Active Member, a Life Member or a Junior Member and is a member in good standing.

3.1.2 Membership shall be granted at the discretion of the Board of Directors.

3.1.3 Any member in good standing will be entitled to vote at a General Meeting of the Association. The President shall vote only in situations where the vote by Members is tied.

3.1.4 The definition of Membership in good standing shall be as set out in the Membership Policy as passed by the members at a General Meeting of the Association.

3.2 Membership Classifications

3.2.1 **ACTIVE**: An Active Member is a member: who has umpired games in the current or previous year; or who expresses an interest in the operation of the Association and is registered with Softball Ontario; and who is up to date with Association Fees.

3.2.2 **LIFE:** A Life Member is a person who has been so identified by the Board due to their service to the Association. A Life Member, who is not also an Active

Member, shall be exempt from payment of membership fees and is entitled to all privileges of an Active Member.

3.2.3 **JUNIOR**: A Junior member must be at least 14 years of age, obtain a Level I Softball Ontario certification and be a full-time student. The Junior Member fee shall be fifty percent (50%) of the current membership fee.

3.3 DUTIES OF A MEMBER

It shall be the duty of all members:

3.3.1 to abide by the Constitution, Bylaws and policies of this Association and

3.3.2 to work to further the interests of the Association and to assist its' officers and directors in any way they are able.

Member In Good Standing

A Member In Good Standing is a member who:

- if an Active or Junior Member is registered with Softball Ontario,
- is current with Association Fees,
- does not owe money to the Association,
- abides by the Respect My Game values and beliefs,
- acts in the best interest of the Association,
- acts in accordance with the Constitution, By-Laws and Policies of the Association,
- if in possession of Association equipment, possesses that equipment with the approval of the Executive, and
- is not under suspension by the Association or Softball Ontario.

Responsibilities of the Board of Directors

The Association Board of Directors (the Board) shall receive applications for membership from individuals. The Board shall consider the suitability of the applicant for membership and shall not unreasonably withhold membership.

The Board shall review complaints regarding assignments, as set out in the section Complaint Regarding Assigning.

The Board shall review actions on the part of a Member that may be contrary to the standards for being a Member In Good Standing. The Board shall consider whether these actions warrant a sanction as outlined in the section Complaints Regarding a Member.

Responsibilities of the Assignor

The Assignor shall assign games to Active and Junior Members in accordance with their availability, as the Member states in the Association assigning tool, and in accordance with the Member's capabilities.

The Assignor shall not withhold assigning games to a Member as long as that person is a Member In Good Standing.

The Assignor shall assign games in accordance with Guidance from the Board as set out in the section Complaints Regarding Assigning.

Complaints Regarding Assigning

Where a Member is aggrieved by the nature or quantity of his assignments, he shall advise the Vice President, in writing, of his grievances. The Vice President shall consult with the Member and with the Assignor. The Vice President shall then make a written report to the Board. The Board shall discuss the issue, either in person or by email, and the Vice President shall provide guidance to the Assignor based on the Board deliberations. This guidance shall be in writing and shall be shared with the Member. There shall be a one-week time limit from the time that the grievance is received until the Vice President provides a written report to the Board. There shall be a three-day time limit from the time that the Board receives a report and the time that guidance is provided to the Assignor and a copy sent to the Member.

Complaints Regarding a Member

Where anyone receives a complaint about a Member, from outside the Association or where a Member has a complaint respecting another Member, that complaint shall be directed to the Chair of the Respect My Game Committee (RMGC).

The Chair of the RMGC shall investigate the complaint and provide a written report to the other members of the RMGC. That investigation shall include advising the Member of the complaint and seeking the Member's account of the situation. On agreement by the RMGC, the report shall be forwarded to the Board. This process shall take a maximum of four days.

On receipt of the report from the RMGC, the Board shall discuss the issue, either in person or by email, and shall issue a report to the Member and the RMGC, within four days of receipt of the report from the RMGC, setting out details of the complaint and the Sanction, if any, to the Member. Sanctions against a Member can range among;

- advice that the Board supports the Member,
- advice to the Member respecting how conduct can be changed,
- warning regarding potential future sanctions,
- suspension from working games for a time period,
- expulsion from the Association.