

# INTEGRITY PROGRAM OF THE SUBOA

"It takes many good deeds to build a good reputation and only one  
bad one to lose it." -Ben Franklin

Effective October 27, 2025

[Code of Ethics](#)

[Code of Conduct](#)

[Policies & Procedures](#)

Hotline: 385-434-1436

**INTERGRITY PROGRAM**  
OF THE  
SOUTHERN UTAH BASKETBALL OFFICIALS ASSOCIATION(SUBOA)

**ARTICLE ONE**  
**PURPOSE**

The integrity program is designed to prevent wrongdoing, to detect and investigate problems when they are small and to take corrective action when appropriate. The UHSAA in conjunction with the SUBOA and the public at large expect more from officials. Not only are officials expected to be near perfect on the court, surely, they must be beyond reproach off the court. Some mistakes in making calls will be tolerated, but breaches of trust and character lapses are another matter. In officiating, it's all about trust and good character.

This Integrity Program with the support of officiating leaders makes it clear that ethical behavior is expected from all in the officiating ranks: officials, supervisors, assigners and others, and there will be consequences for transgressions.

**ARTICLE TWO**  
**OFFICIALS' CODE OF ETHICS**

**SECTION ONE ANONYMITY** While each official is an integral and vital part of the game, the degree of anonymity that can be achieved in front of a crowd is a mark of success.

**SECTION TWO RESTRAINT AND RESPECT** An official will never be completely anonymous. The official shall, at all times, exercise appropriate restraint, show respect for the opinions of others and remember that the public may judge all the SUBOA by the official's conduct.

**SECTION THREE PUBLIC TRUST** It is the responsibility of SUBOA members to help create public trust and confidence in scholastic athletics, and each official must act, at all times, both on and off the court, with this responsibility in mind by displaying the highest level of conduct and decorum.

**SECTION FOUR FAMILY/GUESTS** Officials, and any member of their family/guests attending a game, should conduct themselves in a manner which reflects positively on the SUBOA membership. Officials must recognize that any ethical question regarding personal or professional behavior automatically casts a shadow on their ability to officiate any scholastic

contest. Officials must recognize this objective and take all reasonable steps necessary to demonstrate integrity and provide neutral and competitive officiating.

**SECTION FIVE OFFICIALS SHALL**

- A) Be in good physical condition.
- B) Be prompt for appointments.
- C) Not be overly officious.
- D) Give each team their best effort.
- E) Dress neatly and appropriately: colored shirt and slacks.
- F) Recognize that anything which may lead to a conflict of interest, either real or perceived, must be avoided. Any privileges, employment or personal relationship with a school, team or region which can compromise the perceived impartiality of officiating must be avoided.
- G) Never argue with players. If a player asks a question, listen to it, then give a definite and decisive answer, but do not quibble about any situation.
- H) While enforcing the rules of play remain aware of the inherent risk of injury that competition possesses to players. When appropriate, inform event management of conditions or situations that appear unreasonably hazardous.
- I) Assists players in the interpretations of rules when such request is made at a proper time.
- J) Treat others with kindness, respect and dignity. Avoid behavior interpreted and or received as harassing or inappropriate. Including, but not limited to, language, including non-verbal body language and gestures, tone and subject matter of conversations.
- K) Not become intimate with coaches or affiliates of teams for whom the official may be assigned games.
- L) Not solicit a coach, or UHSAA official or Assigner for game assignments. Officials should not obligate themselves to any person affiliated with any game they might be assigned to officiate.
- M) Not have any contact off the court with coaches during the season without approval of the UHSAA and/or SUBOA. This includes phone calls, texts and social media.
- N) Not accept game assignments for any school where the official attended within four (4) years, or relative (spouse and/or child) currently attend, coach(ed) or have/had an affiliation or relationship within one (1) year unless otherwise permissible by the UHSAA and/or SUBOA Board. Spouse non-sports affiliation excluded.
- O) Not engage in idle conversations at any time before, during or after the game, intermissions included.
- P) Not criticize or attempt to explain another officials' judgement on decision to coaches, players or news media, not publicly or conversely express disagreement with officials while a spectator.

- Q) Not make inappropriate, negative, or counter-productive comments regarding schools, school administrators, coaches, players, referees, coordinators or the media. This includes social media in any form.
- R) Adhere to the ideals of sportsmanship, qualities of loyalty, courage, unselfishness self-discipline and authority, and refrain from using abusive language.
- S) Refrain from wearing any apparel with Utah High School logos or names.
- T) Not participate in any form of gambling of Utah scholastic sports.
- U) Avoid the use of alcohol and tobacco products beginning with the arrival at the competition site until departure following the completion of the contest.
- V) Display actions both on and off the court that are a credit to basketball officiating.

### ARTICLE 3 OFFICIALS' CODE OF CONDUCT

SECTION ONE DECLARATION Schools have entrusted the SOUTHERN UTAH BASKETBALL OFFICIALS' ASSOCIATION (SUBOA) to assist them in the development of their students through athletic competition. The proper accomplishment of such a process requires that officials be responsible to the people they serve and to each other. Every member of the SUBOA carries the responsibility to act in a manner becoming a professional person.

#### SECTION TWO OFFICIALS SHALL

- A) Be in good standing with SUBOA.
  - 1. Register with the UHSAA by the first scheduled Chapter meeting.
  - 2. Pay Chapter dues in the amount of and by the date prescribed by the SUBOA Board.
- B) Pursue mastery of both the rules of the game and the mechanics necessary to enforce the rules.
- C) Devote necessary time to self-improvement through physical conditioning, minimum required attendance at clinics (preseason clinic: mandatory) and training meetings as prescribed by the SUBOA.
- D) Attend UHSAA or approved SUBOA camps.
  - 1. **Tier 2 - Officials with 0 – 9 years of experience** – Recommended yearly, Required every 3 years
  - 2. **Tier 1 - Officials with over 9 years of experience** – Actively participate in the SUBOA Mentoring Program
- E) Pass written, or electronic exam(s) as required by the UHSAA and/or SUBOA.
  - 1. NFHS Rules Test: 85% (passing score)
- F) Wear the prescribed uniform in good condition.
  - 1. Be clean and neat.
    - i. **Belt:** If worn, it shall be black.

- ii. **Jacket:** Black, if worn. Recommended for wear prior to game and bare UHSAA patch.
- iii. **Shirt:** Standard black/white vertically striped:
  - 1. Short sleeves—approximately 8 inches in length; with black cuffs.
  - 2. “V” neck shirt shall be worn, and an undershirt should not be visible.
  - 3. Worn inside pants.
  - 4. Bare the UHSAA patch.
  - 5. Entire crew shall wear same design and style.
- iv. **Shoes:** Primarily black with black laces.
- v. **Pants:** Entirely black slacks. Preferably beltless.
- vi. **Whistle:** Recommend black, pealess plastic whistle; if metal, it shall have black rubber cap. Carry a spare.
- vii. **Lanyard:** If worn, it shall be black.
- viii. No jewelry, except wedding band, shall be worn by officials while officiating a game. Fitness bands, wrist watches and rubber bands are considered the same as jewelry.
- G) Work with each other, the UHSAA and the SUBOA in a constructive and cooperative manner.
- H) As Varsity class members, actively mentor Sub-Varsity class members.
- I) Honor game assignments regardless of possible inconvenience or financial loss.
  - 1. Block dates (“closed dates”) in advance (within reasonable time) for which unable to accept game assignments.
  - 2. Accept game assignments received on an open date.
    - i. Abnegate declining game assignments on open dates.
    - ii. Forfeit ten dollars (\$10) for unjustified declined game (each) as carried out by the SUBOA Board, payable as proscribed by the SUBOA Board.
    - iii. Declining an assignment on an open date without contacting the Assigners shall be unjustified.
  - 3. Justified defined as: Emergency, Occupation and/or Injury related.
  - 4. Communicate immediately on becoming aware of inability to work an accepted assignment (“turn-back”) for justified reason to Assigners. No forfeiture of ten dollars (\$10) for justified reason.

- J) As the assigned Referee, confirm the site, time and any special circumstances at least 24 hours before scheduled competition with proper athletic administrator.
- K) As the assigned Referee, make contact (voice or electronic) with Umpire(s), at least 18 hours, before scheduled game to confirm assignments and arrange transportation.
- L) As the assigned Referee conduct a mandatory pregame conference.
- M) As the assigned Umpire, make voice contact with the Referee, if not contacted at least 18 hours before scheduled game by Referee, to confirm assignment.
- N) Report to the game site well before the scheduled start of the game.
  - 1. Varsity: Report to the proper athletic administrator at least **one (1) hour before game time.**
  - 2. Sub-Varsity: Report to the proper athletic administrator at least **thirty (30) minutes before game time.**
- O) Report an ejection, for any reason, of a player or coach following a contest.
  - 1. Immediately to the assigning Arbiter, by phone (voicemail), following the conclusion of the contest.
  - 2. Within 24 hours a written report to the UHSAA Supervisor of Officials.
    - i. Include the teams involved.
    - ii. The contest site.
    - iii. The date of contest.
    - iv. Name (where possible) and or number of the ejected person(s).
    - v. Calling officials name and phone number.
    - vi. Description of the circumstances and the actions taken.
    - vii. Complete an "Ejection Form" on the UHSAA.org website.
- P) Be a good and law-abiding citizen and shall commit no crime or engage in any conduct which might subject the member to being convicted of a crime, felony, or misdemeanor.

## ARTICLE FOUR POLICIES AND PROCEDURES

SECTION ONE NON-RETRIBUTION/NON-RETALIATION The SUBOA has established an Integrity Program that promotes the highest standard of ethical and legal conduct. Standards of conduct, ethics and procedures for officials and Assigners are established to guide this effort. The SUBOA believes that positive relations and morale with all covered individuals can be achieved and best maintained in an environment that promotes ongoing communication between leaders, Assigners and officials. Open and candid discussion among all the SUBOA covered individuals about any problems or concerns is encouraged. The SUBOA believes that all covered individuals should express their problems, concerns, and opinions on any issue and that their views are important. To that end, a policy that will encourage covered individuals to

communicate problems, concerns, and opinions without fear of retaliation or retribution has been implemented.

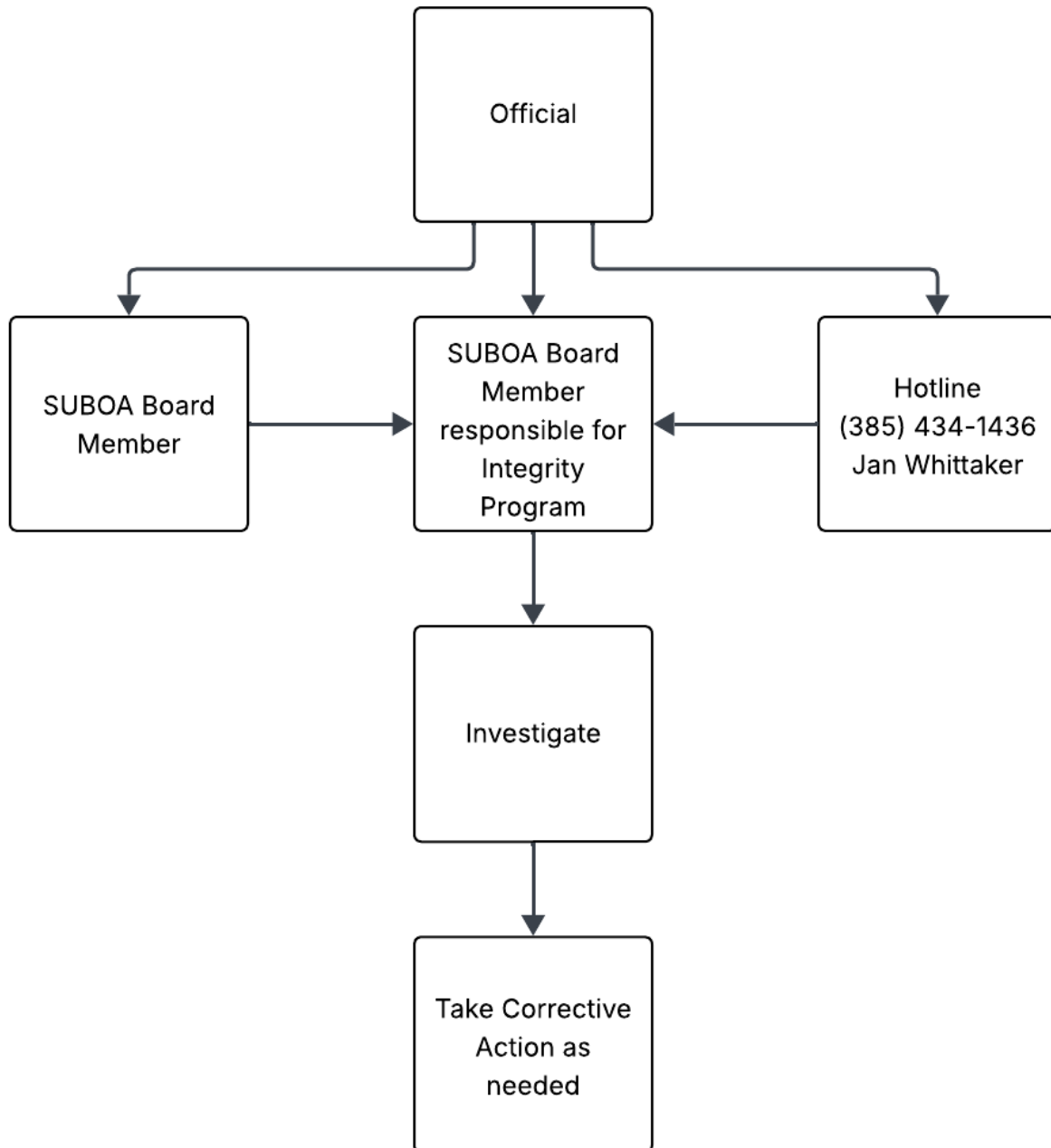
- A) All covered individuals are responsible for promptly reporting actual or potential wrongdoing, including an actual or potential violation of law, code, policy or procedure.
- B) The SUBOA Board and Assigners will act upon the concern promptly and in an appropriate manner.
- C) The SUBOA **Integrity Hotline (385-434-1436)** will permit covered individuals to report anonymously and/or in confidence, problems and concerns or to seek clarification of integrity/compliance related issues. **Contact: Jan Whittaker.**
- D) Covered individuals who report concerns in good faith will not be subjected to retaliation, retribution or harassment.
- E) No covered individual is permitted to engage in retaliation, retribution, or any form of harassment against another covered individual for reporting integrity/compliance-related concerns.
- F) Covered individuals cannot exempt themselves from the consequences of wrongdoing by self-reporting, although self-reporting may be taken into account in determining the appropriate course of action.

SECTION TWO REPORTING/INVESTIGATING MISCONDUCT AND WRONGDOING Confidentiality regarding covered individuals' concerns will be maintained at all times insofar as legal and practical, informing only those who have a need to know.

- A) Knowledge of actual or potential wrongdoing, misconduct, or violations of the Integrity Program should be reported immediately to the SUBOA staff, assigners or via the hotline.
- B) All Assigners should maintain an open-door policy and take aggressive measures to assure their officials that the system truly encourages the reporting of problems and concerns and that there will be no retaliation, retribution or harassment for doing so.
- C) Officials should report concerns to their Assigner, to the SUBOA staff or to the hotline.
- D) All concerns will be investigated promptly.

See diagram on page seven (7): Reporting/Investigating Misconduct, Wrongdoing and other Integrity Issues.

# DIAGRAM



**Reporting/Investigating Misconduct, Wrongdoing and Other Integrity Issues**



SECTION THREE POST-SEASON Eligibility for post-season game assignments shall be determined by the Board, which shall consider, among other factors, the following in compilation of the post-season List of Officials:

- A) The Post Season eligibility will be announced at the first general meeting and updated in this section following the meeting.

SECTION FOUR ACTION AND ENFORCEMENT

- A) Reported violations of the Code of Ethics, Code of Conduct or Policies and Procedures herein shall be heard by the SUBOA Board during the next duly called meeting after receipt of such report, or during a telephonic conference called for the purpose of considering such report. In any case, the SUBOA Board shall consider such reports no later than thirty (30) days following the Board's receipt thereof.
- B) No action shall be taken by the SUBOA Board on any reported violation until such time as all the circumstances have been heard and taken into account. Upon prior written notice, the SUBOA Board may require a written statement from the member or members involved or may require that said member appear in person before the SUBOA Board to present an explanation of the facts and circumstances involved. Such written notice shall contain the date and time and place of the meeting, a statement of the suspected violation and a statement of the alleged facts and circumstances for such violation.
- C) Any violation may be penalized by the SUBOA Board in the form of revocation of membership, suspension of membership for a specified period, probation with or without conditions, withholding of game assignments for a specified period, formal or informal reprimand, or any combination of the foregoing.
- D) In cases where applicable, as determined by the SUBOA Board, an apology letter must be sent to the offended party.
- E) The level (i.e. severity) of the violation shall be at the discretion of the SUBOA Board. If offense is committed by a member who holds a leadership position, the SUBOA Board may increase the penalty level.
- F) Start date of Suspension may be determined by the SUBOA Board and the Assigner. Suspension and/or Probation lengths may carry from one season to the next. An offense of identical/similar nature by an official while on probation shall be considered the same offense and an additional level of action taken.
- G) Action by the SUBOA Board taken against a member shall be reported by the Integrity Officer to the member(s) involved. Such report shall be mailed regular mail or by electronic communication to the member at the most current membership information listed on ArierSports.com roster. Said contact shall be accomplished no later than forty-eight (48) hours following the SUBOA Board meeting in which such action is taken. In those cases outlined in Section Five (I) of

Article Four, such report shall also contain a statement of the member's right to appeal the action of the SUBOA Board.

- H) The following shall constitute general guidelines for imposing disciplinary action against a member, however, **all offenses must include a letter of reprimand.**
- a. First Offense:
    - Level 1. Letter of Reprimand
    - Level 2. One Week Suspension
    - Level 3. One Week Suspension & Two Week Probation
    - Level 4. Two Week Suspension & Four Week Probation
    - Level 5. Three Week Suspension & Six Week Probation
  - b. Second Offense:
    - Level 1. One Week Suspension
    - Level 2. One Week Suspension & Two Week Probation
    - Level 3. Two Week Suspension & Four Week Probation
    - Level 4. Three Week Suspension & Six Week Probation
  - c. Third or More Offense:
    - Level 1. Two Week Suspension & Four Week Probation
    - Level 2. Three Week Suspension & Six Week Probation
    - Level 3. Membership Revoked for 1 season.
    - Level 4. Membership Revoked for 2 or more seasons.
- I) Any action of the SUBOA Board taken in a case where the member involved did not have an opportunity to either present a written statement in his or her behalf or to appear before the SUBOA Board may be appealed in writing to the SUBOA Board or by personal appearance before the Board. Request for appeal must be in writing directed to the SUBOA Integrity Officer within seven (7) days following the notification of the Boards action. Fourteen (14) days following the action of the SUBOA Board, and no appeal having been received, such action will become final and the right of appeal expired.

I, the undersigned duly appointed Director of the SOUTHERN UTAH BASKETBALL OFFICIALS ASSOCIATION (SUBOA) certify that the foregoing Integrity Program was adopted by the SUBOA Board on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

Director\_\_\_\_\_



