

HVYSL MATCH OFFICIAL PROTECTION POLICY

Effective August 15th 2026

COACHES, BENCH PERSONNEL, PLAYERS, MANAGERS, TRAINERS - **Non-Physical Abuse**

Violation	Conduct	Examples	Adult Official	Minor on Minor	Adult on Minor
Violation Level 1: Verbal Taunting	Insulting, belittling, insinuating, or taunting behavior that undermines the authority of a Match Official	"Do you even know the rules?" "Did you forget your glasses?" "What's the other team paying you?"	1 game suspension	1 game suspension	2 game suspension
Violation Level 2: Harassment / Intimidation	Harassment, intimidation, retaliation, abusive language, or threatening (non-physical) conduct	- Using expletives ("That call was complete \$h*t!") - Personal attacks ("You're a F-ing joke!") - Getting in the referee's face	4 game suspension + referral to ENYYSA Arbitration	4 game suspension + referral to ENYYSA Arbitration	8 game suspension + referral to ENYYSA Arbitration
Violation Level 3: Threats / Derogatory Language	Aggression, character attacks, derogatory conduct, cyberbullying, doxing, or threats of physical violence	"I'll see you in the parking lot." "You better watch your back!" - Social media posts attacking the referee	6 game suspension + referral to ENYYSA Arbitration	6 game suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration
Violation Level 4: Offensive or Discriminatory Act	Offensive, discriminatory, racist, sexist, homophobic, religious, ethnic, or other protected-class misconduct	- Racial/ethnic slurs - Offensive gestures - Homophobic or sexist language	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration

COACHES, BENCH PERSONNEL, PLAYERS, MANAGERS, TRAINERS - **Physical Abuse**

Violation	Description	Examples	Adult Official	Minor on Minor	Adult on Minor
Violation 1: Minor or Slight Touching	Minor or slight deliberate touching of a Match Official	- Tapping the referee's shoulder to get their attention. - Touching the referee's chest with a finger. - Lightly bumping into the referee.	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration

Violation 2: Intentional Confrontation	Pushing, grabbing, pulling, squeezing, pinching, light slapping, use of an object in a non-striking manner, or damage to a Match Official's property	• Shoving the referee. • Forcefully grabbing the referee's arm or jersey. • Throwing a water bottle near the referee. • Dumping the referee's bag into a trash can.	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration
Violation Level 3: Violent Contact	Hitting, punching, elbowing, kicking, biting, spitting, choking, tackling, throwing objects, or use of any body part or object in a striking manner	• Punching, kicking, elbowing, or spitting on the referee • Choking the referee • Throwing objects at the referee with intent to hit • Intentionally tackling the referee	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration	Immediate Suspension + referral to ENYYSA Arbitration

SPECTATOR / PARENT MISCONDUCT – Verbal/Physical Abuse		
Violation	Adult Match Official	Minor Match Official
Violation Level 1: Verbal Taunting / Gross Mistreatment	\$250 Fine to Club	\$500 Fine to Club
Violation Level 2: Harassment / Intimidation	\$500 Fine to Club	\$1000 Fine to Club
Violation Level 3: Threatening Physical Violence	\$1000 Fine to Club	\$3000 Fine to Club
Violation Level 4: Discriminatory Conduct	\$1500 Fine to Club	\$4500 Fine to Club
Physical Contact / Assault	\$1500 Fine to Club + Hearing	\$5000 Fine to Club + Hearing

Coach Responsibility for Spectators:

Failure to take reasonable action to control spectators associated with the team after being directed by a match official will result in a minimum 3 game suspension for the head coach. Repeated failure to control spectators will result in additional disciplinary action at the discretion of the HVYSL Arbitration Committee.

Definitions:

Gross Mistreatment is deliberate non-contact behavior directed toward a Match Official that would reasonably be expected to cause emotional, psychological, reputational, or professional harm. Examples include, but are not limited to:

- a. Severe or repeated harassment, including hate speech or discriminatory remarks based on race, gender, national origin, sexual orientation, disabilities, or any other legally protected characteristic.
- b. Extreme verbal attacks that would cause emotional harm to a reasonable person.
- c. Approaching a Referee when they arrive or depart the venue with aggression (e.g., intimidation).
- d. Any form of cyberbullying, including spreading false information about the Referee, sharing the Referee's personal information (aka doxing), or publicly posting content that ridicules or mocks the Referee or uses hate speech.
- e. Questioning the Referee's character, integrity, honesty, truthfulness, or impartiality.
- f. Yelling insults, taunting, making, or expressing derogatory/belittling remarks towards a Referee.
- g. Pervasive action that belittles or undermines the Referee's authority or intended to cast doubt on the Referee.

Referee Abuse is extreme, deliberate, non-contact conduct that causes significant harm or creates a reasonable fear of harm to a Match Official. **Referee Assault** is any deliberate physical act directed toward a Match Official, including unwanted physical contact or conduct that endangers the Match Official's safety. Assault and abuse include, but not limited to, the following actions or behavior committed against a Referee or Protected Parties:

- a. Imposing physical harm upon a Referee or a Protected Party, including by use of objects or equipment.
- b. Any act that endangers the Referee's physical wellbeing, whether deliberate or merely reckless.
- c. Any form of unwanted physical contact, including but not limited to pushing, hitting, striking, kicking, choking, or spitting at the Referee.
- d. Any behavior that constitutes a criminal offense under any applicable law.
- d. Threatening, either directly or in insinuation, physical harm, including by use of objects or equipment, to a Referee or a Protected Party or property. Threatening is defined as any statement or action that instills reasonable fear of acts of violence to a person's safety or property.
- e. Threats of harm or any retaliatory action against the Referee or their Protected Parties, including threat of exclusion from assignment or future participation opportunity.

Additional Provisions:

1. **All penalties listed are minimum penalties.**
2. The HVYSL Arbitration Committee may impose greater penalties based on the severity of the misconduct, prior disciplinary history, or aggravating circumstances.
3. Enhanced penalties apply when an adult commits an offense against a minor Match Official.
4. Offenses committed by minors are not automatically subject to enhanced penalties solely because the Match Official is a minor.
5. Multiple offenses arising from a single incident may result in cumulative penalties.
6. Clubs may be subject to additional sanctions, fines, probation, forfeitures, or other disciplinary measures when warranted.
7. The League is free to add additional fines or penalties for violations of League rules such as parents insulting players or coaches arguing with each other...etc.