



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

This agreement is between the Columbia Empire Volleyball Association (“CEVA”) and _____, a volleyball official (“official”). The parties agree to enter into this contract pursuant to the conditions outlined below.

LENGTH OF CONTRACT: This agreement shall begin on December 1, 2020 and terminate August 31, 2021. Nothing in any portion of this agreement shall be construed by either party to extend beyond the stated 1-year contract.

STATUS: This agreement between CEVA and the official stipulates the official is not necessarily devoting all of their time to CEVA’s business and that CEVA has no control over their other employment. CEVA is not responsible for any representation made by the official to any other party. It is specifically understood by both parties that the official is an independent contractor. The official must perform services under this agreement personally or through a substitute official acceptable to CEVA.

ASSIGNMENTS: The official understands CEVA does not guarantee a set number of assignments.

PAYMENT: The official participating in CEVA-sanctioned events will be paid by check within one week following the event. All payments will be made by check and mailed. There shall be no deductions of any kind made from this agreed compensation for income taxes or other taxes of any nature. The official accepts full responsibility and liability for the payment of these taxes and the filing of the appropriate returns of any other costs associated with the service rendered. CEVA will not treat the official as an employee for any purpose, including, without limitation, state or federal tax purposes, worker’s compensation insurance, benefits, or unemployment. Please refer to the Officials Handbook for a breakdown of the daily flat rate.

BASIC REQUIREMENTS: The official is required to attend the annual Head Officials meeting. Before working an event, officials are required to complete annual concussion training, SafeSport training, and have a current USA Volleyball membership with current background screening. Additionally, officials must complete the USA Volleyball Academy annual coursework. Please refer to the Officials Handbook for more details.

PHYSICAL REQUIREMENTS: This position includes sitting, standing (for extended periods of time), climbing (i.e. referee stands), walking, lifting (objects up to 30 pounds), reaching, and normal visual acuity (with or without corrective lenses).

CONDUCT: The official agrees to be knowledgeable of and follow the rules and regulations prescribed by USA Volleyball and CEVA. If, at anytime during the contract period, the official fails to abide by the terms and conditions of this agreement, CEVA, at its sole discretion, may terminate this agreement, remove the official from the approved list of CEVA officials and rescind any pending assignments.

LEGAL & ETHICAL STANDARDS: During the term of this agreement, the official accepts responsibility to uphold ethical and appropriate standards of behavior and safety, including standards that apply to working with youth athletes. Official shall not condone, participate in, nor

INITIALS: _____



knowingly allow any participant associated with an event to engage in unsafe, unethical, or inappropriate behavior.

TRAVEL ARRANGEMENTS: The official is responsible for all travel arrangements and expenses relating to assignments, including, without limitation, transportation, meals, and lodging. Notwithstanding the foregoing, mileage reimbursement at the prevailing IRS rate for car travel in excess of 50 miles round-trip. Only one official participating in a carpool arrangement may be reimbursed. All other travel expenses will be in accordance with the Officials Handbook.

CONCERNS & COMPLAINTS: The official understands and agrees that any concerns and/or complaints they may have with this agreement, tournament administration or management, facility issues, equipment issues, or CEVA policies or procedures, shall be addressed to the CEVA Executive Director by phone, electronic mail, or written notification.

INSURANCE: The official understands and agrees they are responsible for adequate medical insurance and coverage for any injury sustained in their capacity as an official. The official agrees to keep, in full force and effect, said medical insurance at their own expense for the duration of this agreement.

WORKER'S COMPENSATION: The official understands, and is aware, that CEVA does not provide worker's compensation insurance benefits to officials. As an independent contractor, and not an employee of CEVA, the official is responsible for providing any insurance coverage they deem necessary.

TERMINATION OF CONTRACT: If, during the course of this agreement, either CEVA or the official wishes to terminate this agreement, with or without cause, either party may do so upon submission of a written notice to the other party.

RELEASE OF LIABILITY: The official hereby releases and agrees to hold harmless CEVA, and each present and future director, member, manager, officer, and authorized representative of CEVA from and against any and all claims, actions, proceedings, damages, liabilities, and expenses of every kind, whether known or unknown, resulting from, or arising out of, the discharge of the official's obligations under this agreement.

EFFECTIVE DATE: It is agreed that this contract will not be in effect until signed by the Executive Director of CEVA and the Referee Chair of CEVA.

OFFICIAL'S SIGNATURE: _____ **DATE:** _____

PRINTED NAME: _____

EXEC. DIR. SIGNATURE: _____ **DATE:** _____

REF. CHAIR SIGNATURE: _____ **DATE:** _____