

# **ONTARIO VOLLEYBALL ASSOCIATION REFEREES HANDBOOK**

**2025 – 2026**



**ONTARIO VOLLEYBALL  
ASSOCIATION**

**[www.ontariovolleyball.org](http://www.ontariovolleyball.org)  
(416) 426-7316 or 1-800-372-156**

LAST UPDATED OCTOBER 3, 2025

## TABLES OF CONTENTS

<b>SECTION 1: ABOUT THE OVA</b>	<b>4</b>
1.1 Introduction	4
1.2 OVA Mission, Vision, and Values	4
1.3 OVA Referees' Mission Statement	4
1.4 Abbreviations	5
<b>SECTION 2: REFEREES ORGANIZATION STRUCTURE</b>	<b>6</b>
2.1 Provincial Referee Committee*	6
2.2 Regional Referees' Chairs	7
2.3 OVA Staff Liaison	7
2.4 PRC Meeting Structure & Protocol	8
2.5 Regional Kickoff Meetings	9
<b>SECTION 3: ADMINISTRATIVE POSITION JOB DESCRIPTIONS</b>	<b>11</b>
3.1 Ontario Regional Referees' Committee Chair (ORRC)	11
3.2 Provincial Referee Committee	12
<b>SECTION 4: REFEREE ROLES, ASSIGNING POLICIES AND GUIDELINES</b>	<b>18</b>
4.1 Qualifications of an Assignor	18
4.2 Function of an Assignor	18
4.3 Appointment of an Assignor	18
4.4 Duties of an Assignor	18
4.5 Guidelines for Assignors	19
4.6 Event Head Referee	20
4.7 Role of the Referee	20
4.8 National or Major Championships Assignment Selection	21
<b>SECTION 5: REGISTRATION</b>	<b>22</b>
5.1 Why Register?	22
5.2 Registration Fees	24
5.3 Certification from Out of Province	25
5.4 Referees Working Outside of Ontario	25
5.5 Leave of Absence	26
5.6 Insurance Coverage	26
<b>SECTION 6: CLINICS</b>	<b>27</b>
6.1 Clinicians' Rates	27
6.2 Provincial Upgrade Program Clinicians' Rates	27
6.3 Regional & National Upgrade Program Clinicians' Rates	27
6.4 OVA Clinician Certification	28
6.5 Clinics – Other	29
6.6 Hosted Clinic	29
<b>7: REFEREES DEVELOPMENT FUND &amp; PAYMENT RATES</b>	<b>30</b>
7.1 Referees' Development Funds	30
7.2 Match Fee Schedule	31
7.3 Standard Assigning Fees	34

7.4	<i>Arrival Times</i>	35
7.5	<i>Referee Uniform</i>	35
7.6	<i>Referee Certification Badges</i>	36
7.7	<i>Referee Equipment</i>	37
7.8	<i>Centralized Billing</i>	37
7.9	<i>Travel Expenses and Per Diems</i>	38
7.10	<i>Ontario Championships</i>	39
7.11	<i>Ontario Championships Referees Requirements</i>	40
<b>SECTION 8: PROMOTIONS PROGRAM</b>		<b>43</b>
8.1	<i>Canadian Referees Promotion Program</i>	43
8.2	<i>Volleyball Canada Promotions</i>	43
8.3	<i>Regional Promotions</i>	44
8.4	<i>Provincial Promotions</i>	45
8.5	<i>Special Notes and Restrictions for Certified Levels</i>	46
<b>SECTION 9: REFEREES DEVELOPMENT STRATEGY</b>		<b>48</b>
9.1	<i>Perspective</i>	48
9.2	<i>Goals</i>	48
9.3	<i>Issues</i>	49
9.4	<i>Solutions</i>	49
9.5	<i>Mentorship Program</i>	50
9.6	<i>The OVA Referee Engagement Centre</i>	51
<b>SECTION 10: MISCELLANEOUS</b>		<b>53</b>
10.1	<i>High School/OFSAA Match Protocols</i>	53
10.2	<i>Code of Conduct for Referees</i>	54
10.3	<i>Rules of the Game</i>	54
<b>SECTION 11: REFEREES' CALENDAR OF EVENTS</b>		<b>56</b>
<b>SECTION 12: VOLLEYBALL CANADA NATIONAL REFEREES' COMMITTEE FORM SUBMISSION DEADLINES</b>		<b>57</b>
<b>SECTION 13: SAFE SPORT</b>		<b>58</b>
13.1	<i>Person in Authority Code of Conduct</i>	58
13.2	<i>Person In Authority Code of Conduct – Purpose</i>	58
13.3	<i>Discipline &amp; Complaints</i>	58
13.4	<i>Education</i>	59
13.5	<i>Policies</i>	59
13.6	<i>Concussion Policy and Safety Protocols</i>	60
13.7	<i>Rowan's Law – Concussion Safety</i>	60
<b>APPENDIX I: ONTARIO VOLLEYBALL PURPLE CARD POLICY</b>		<b>61</b>
<b>APPENDIX II: ONTARIO REFEREES COMMITTEE HISTORY</b>		<b>65</b>
<b>APPENDIX III: REFEREE ELIGIBILITY POLICY</b>		<b>68</b>

## **SECTION 1: ABOUT THE OVA**

### **1.1 Introduction**

The Referees' handbook is intended to be a living document, updated annually, and posted on the OVA website to provide convenient access for all Ontario referees. The Referees' handbook is meant to be a reference guide to current procedures and a planning tool for all referees in the province.

Each referee is encouraged to review the items outlined and provide feedback to the Ontario Regional Referees Chair - what is working well, what is not working, and new ideas to make improvements for referees and volleyball across the province. Let us not forget that referees are not only at events to officiate the matches and to help make volleyball an enjoyable activity for the participants but to help develop athletes as well.

Please also see the New Rules sections (Appendix VII).

### **1.2 OVA Mission, Vision, and Values**

**Our Mission:** The OVA is an athlete-centered association providing leadership and expertise in the growth, development, and delivery of volleyball in Ontario.

**Our Vision:** To provide a fun, safe and rewarding environment through a commitment to Volleyball for Life.

**Our Values:** Volleyball is fun, inclusive, and safe.

#### **Our Standards:**

- Foster an inclusive community.
- Treat all people with dignity and kindness.
- Act with integrity in all that we do.
- Utilize collaboration to meet our common purpose.
- Embrace innovation with bold creativity.
- Challenge excellence and continuous learning, always.

### **1.3 OVA Referees' Mission Statement**

The mission statement of the OVA Referees is:

- To set the standard in the *"Art of Officiating"* for Volleyball in the province and the country.
- To be a fully self-sufficient body working with the OVA for the betterment of all volleyball referees within the province of Ontario.
- To promote equality amongst all referees through a standardized set of guidelines.
- To recruit, retain and promote qualified volleyball referees.
- To promote the development of female referees within the sport of volleyball.

## **1.4 Abbreviations**

The following terms are used throughout this manual and as such may be abbreviated as follows:

- Ontario Volleyball Association - OVA
- Volleyball Canada - VC
- Federation Internationale du Volleyball - FIVB
- National Referees Chairperson - NRC
- Regional Referees Chairperson - RRC
- Ontario Regional Referees Chairperson - ORRC
- Ontario University Association – OUA
- Ontario Colleges Athletics Association – OCAA
- Ontario Federation of School Athletic Associations – OFSAA
- Central Western Ontario Secondary Schools Association - CWOSSA
- Waterloo Region District School Board – WRDSB
- Waterloo Catholic District School Board & District 8 - WCDSB
- Toronto District School Board - TDSB
- Toronto District Elementary School Athletics Association – TDESAA
- York Region Athletics Association – YRAA
- National Capital Secondary School Athletic Association - NCSSAA
- Ottawa Competitive Volleyball League - OCVL

## **SECTION 2: REFEREES ORGANIZATION STRUCTURE**

### **2.1 Provincial Referee Committee\***

The committee is comprised of the following members:

- a. Ontario Regional Referees Chair ("ORRC"), who is the *ex officio* PRC Chair
- b. Beach Referees' Chair ("BRC")
- c. Region 1 Referees' Chair\*
- d. Region 2 Referees' Chair
- e. Region 3 Referees' Chair
- f. Region 4 Referees' Chair
- g. Region 5 Referees' Chair
- h. Region 6 Referees' Chair
- i. Programs Chair
- j. Quality Assurance Chair
- k. Operations Chair

\* Regions 1 elects two Chairs; only one sits on the PRC.

The BRC and Regional Referees Chair ("RRC") positions – (b)-(h) above – are each filled through an election, with voting from registered referees of the OVA, while the positions described in (i)-(k) are appointed following an application process.

Please see the full Referees' Committee Terms of Reference [here](#).

#### **Ontario Regional Referees Chair (ORRC)**

Martin Kerstens - [ORRC@ontariovolleyball.org](mailto:ORRC@ontariovolleyball.org)

#### **Operations Chair**

Marrick Yee - [RefereesOperations@ontariovolleyball.org](mailto:RefereesOperations@ontariovolleyball.org)

#### **Programs Chair**

Chris Goetz - [RefereesPrograms@ontariovolleyball.org](mailto:RefereesPrograms@ontariovolleyball.org)

#### **Quality Assurance Chair**

Bob Rocque - [RefereesQualityAssurance@ontariovolleyball.org](mailto:RefereesQualityAssurance@ontariovolleyball.org)

The purpose and function of the Provincial Referee Committee is to work with the OVA to support the development and promotion of volleyball in Ontario. Its mandate also includes:

- To provide leadership for indoor, outdoor, and sitting referees in Ontario.
- To be the voice that represents the needs of referees in Ontario.
- To implement consistent operational guidelines and policies for referee operations, program development, and financial practices.
- To ensure that policies are clear, transparent, and accessible.

- To establish consistent procedures and common goals for referees' recruitment, retention, and development.
- To adopt and sustain a quality assurance program.
- To promote gender balance.

## **2.2 Regional Referees' Chairs**

The province is divided into six regions and each region has one referee who is elected as the Regional Referees' Chair (RRC), except for Region 1 which is split into east and west positions. Additionally, the Beach RRC is elected to represent all Beach referees across Ontario. The RRCs share the referee's program's administrative workload so that no one person is overburdened. The current RRCs are:

<b>Region 1:</b>	Al Tkachuk (West) <a href="mailto:region1rrc@ontariovolleyball.org">region1rrc@ontariovolleyball.org</a>	<b>Region 4:</b>	Nivethan Nadarajah (Interim) <a href="mailto:region4rrc@ontariovolleyball.org">region4rrc@ontariovolleyball.org</a>
	Tony Curciarello (East) <a href="mailto:region1rrceast@ontariovolleyball.org">region1rrceast@ontariovolleyball.org</a>	<b>Region 5:</b>	Jennifer Adams <a href="mailto:region5rrc@ontariovolleyball.org">region5rrc@ontariovolleyball.org</a>
<b>Region 2:</b>	Brian Rancourt <a href="mailto:region2rrc@ontariovolleyball.org">region2rrc@ontariovolleyball.org</a>	<b>Region 6:</b>	Irena Zamboni <a href="mailto:region6rrc@ontariovolleyball.org">region6rrc@ontariovolleyball.org</a>
<b>Region 3:</b>	Kennedy Ramsden (Interim) <a href="mailto:region3rrc@ontariovolleyball.org">region3rrc@ontariovolleyball.org</a>	<b>Beach Referees Chair:</b>	Kelvin Yee <a href="mailto:beachrrc@ontariovolleyball.org">beachrrc@ontariovolleyball.org</a>

The ORRC and the RRCs meet at minimum semi-annually (spring and fall) to discuss common issues and to ensure that referees and others are uniformly informed of such things as protocols, rule interpretations, procedures, etc. The RRCs are responsible to assist in ensuring information flows to the working referees in their regions.

## **2.3 OVA Staff Liaison**

The OVA's professional staff works with the Referees' Committee in assisting with the creation and maintenance of the annual operational budget, communications, managing the assigning software management, setting up online registration for referees' courses, creating Service Level Agreements and managing partnerships, managing online development tools such as the Referee Engagement Centre, and supporting upgrade programs such as the Regional and National Upgrade program through hotel bookings, booking flights, etc. The current OVA staff members responsible for referee programs are:

Shunya Yamada  
Operations Coordinator  
416-426-7316 ext. 102  
[syamada@ontariovolleyball.org](mailto:syamada@ontariovolleyball.org)

Kelvin Cheng  
Manager of Operations  
416-426-7233  
[kcheng@ontariovolleyball.org](mailto:kcheng@ontariovolleyball.org)

Louis-Pierre Mainville  
Director of Sport Development & Technology  
416-426-7047  
[lpmainville@ontariovolleyball.org](mailto:lpmainville@ontariovolleyball.org)

## **2.4 PRC Meeting Structure & Protocol**

### **2.4.1 Frequency**

The Provincial Referee Committee (PRC) meets at least twice per year to conduct the business of the OVA referee committee. The kickoff meeting takes place in-person each September. There will be an additional PRC meeting in May each season. This second meeting may be in-person or on a conference call.

In addition, the Ontario Regional Referee Chair (ORRC) may call a meeting at any time with the executive to discuss issues as need be and may assign work to sub-committees of the PRC to work on creating new programming, developing referee recruitment and retention plans, etc., and will call meetings as required for subcommittee work throughout the year.

### **2.4.2 Meeting Dates and Location**

The Ontario Regional Referees Chair (ORRC), in consultation with the PRC, is to set the date and location of the RRC meeting. The ORRC is to send out a notice of the scheduled meeting to all participants a minimum of four (4) weeks prior to the meeting.

### **2.4.3 Reporting**

Minutes summarizing the RRC meetings will be prepared and circulated to all PRC members. These summaries will be available to other referees upon request.

For the committee meeting in September, each RRC and the BRC will provide reports which include but are not limited to milestones of the past year, upcoming clinics, potential provincial and regional candidates, who their assignors are for the upcoming year, any concerns that need to be addressed, etc.

The ORRC will provide a report on the development of referees in Ontario, who traveled internationally, and who successfully completed National upgrades and above, information to be passed down from Volleyball Canada's National Officials meeting, rule changes for the upcoming season, protocol changes, etc.

Quality Assurance Chair will provide updates on issues that are occurring with Ontario referees that need to be addressed.

Operations Chair will provide an update on the online assigning software and any recommended changes to be made.

Programs Chair will update on all upgrade programs, mentorship programs, key milestones and proposed changes for the upcoming season.

#### **2.4.4 Rules of Order**

Unless otherwise stated, the business of the RRC meeting will be conducted in accordance with normally accepted rules of order (e.g. Perry's Call To Order). The ORRC presides over the meeting as chairperson.

#### **2.4.5 Voting**

Voting at the RRC meeting will be based on one vote for each PRC member (subject to the exception below). There will be no proxy votes. Motions tabled will be decided by a simple majority.

Exception: voting for the position of ORRC will be conducted by all committee members other than the ORRC.

Online voting on matters can be conducted via email. Votes are to be emailed to the OVA Operations Manager, who will collect and tally the votes as well as keep them private and confidential. For a vote to pass, it must receive a simple majority of votes in favour of the resolution.

#### **2.4.6 Motions**

All motions approved at the RRC meeting that only affect Ontario referees are in effect immediately and need no further ratification.

Motions approved at the RRC meeting that impact user groups (e.g. rate changes for college and university matches, OVA competitions), are submitted to the various affected user groups via the OVA staff member and form the basis of negotiation for services.

Any changes to fee structures for OVA competitions must be approved annually by the OVA Board of Directors.

### **2.5 Regional Kickoff Meetings**

Each September, it is expected that each region will have one or more kickoff meetings. The purposes of these meetings are to:

- Welcome all referees back for another season.
- Allow new referees to meet the assignors, evaluators, and other referees in their region/area.

- To review any rule changes or interpretations for the upcoming season.
- Answer questions from all referees from that region.
- Allow information to be given out to any referee interested in upgrading over the season.

Please note, based on the geographic size of the region, it may be necessary to have more than one kickoff meeting to meet with as many referees as possible. Kickoff meetings can be in person or via an online platform such as Zoom.

### ***SECTION 3: ADMINISTRATIVE POSITION JOB DESCRIPTIONS***

Each of the following positions should not be limited to the job description.

#### **3.1 Ontario Regional Referees' Committee Chair (ORRC)**

##### **3.1.1 Nomination and Election**

The ORRC is elected every three years, by all members of the PRC, both elected and appointed. Nominations for ORRC must be received by May 31<sup>st</sup> of the election year. The election is to take place by June 15<sup>th</sup>, so that the OVA Board of Directors may ratify the selection of the new ORRC. The new ORRC will take office as of September 1<sup>st</sup>. If a current RRC is running for the ORRC position, they can vote in the election. If that individual wins the election, they will appoint a replacement RRC for their region until the next election period.

In the case of a tie, there will be a re-vote by the RRCs for the tied nominees.

A soft copy of the call for nominations and the job description will be sent to all referees via direct email. The job description and election process will also be posted on the OVA website.

##### **Ontario Referee Regional Chair (ORRC)**

- Type: Elected
- Term: 3 years, effective September 1
- Electorate: All Provincial Referees' Committee (PRC) members, both elected and appointed
- Nomination Window: By May 31 of the election year
- Election Date: By June 15

##### **3.1.2 Qualifications of the ORRC**

- A National ranking (or higher) is recommended but not mandatory (looking for managerial skills).
- Must have good organizational skills.
- Strong understanding of the Ontario referees' programs.
- Understands the issues facing referees in each region.
- Must have at least five years of experience with volleyball in Ontario.
- Must have previous experience working as part of the Provincial Referee Committee (e.g., previous RRC or chair position)

##### **3.1.3 Responsibilities of the ORRC**

- Province-wide and long-term planning for the referees' programs.
- Responsible for assisting OVA staff in creating the referees' annual operational budgets.
- Act as a strong link for communications to all regions of the province.
- Liaison with Volleyball Canada and the National Referees Program.
- Attend the Volleyball Canada National Referee meeting every June.

- Ensuring development programs for Level 1 to 3 are up to date and meeting the needs of referees in Ontario.
- Representative for all Ontario referees.
- Attend OVA Board of Directors (if required) and Volleyball Canada RRC's meetings.
- Appointing three co-chairs to form the Provincial Referee Committee.
- Submit committee reports for the OVA AGM.

### **3.2 Provincial Referee Committee**

#### **Appointed Chairs (Programs, Quality Assurance, Operations)**

- Type: Appointed
- Term: 3 years, effective September 1
- Nomination Window: By May 31 of the appointment year

#### **3.2.1 Operations Chair**

The role of the Operations Chair is to define, implement and maintain sound operational procedures and recommend policies to the OVA Board of Directors to support the development of indoor, beach, and sitting volleyball Referees in Ontario.

#### **Responsibilities of the Operations Chair**

- To develop, implement and enforce consistent financial policies and practices.
- To achieve self-sufficiency regarding financial and human resources.
- To ensure that all indoor, beach and sitting referees have access to the most current available rules, interpretation and match protocol as determined by VC, OVA, OUA, OCAA, OFSAA, USports, CCAA, FIVB and any other organizations serviced by referees.
- To develop and implement a communication process that informs referees of points of interest for indoor, beach and sitting volleyball.
- To ensure that other jurisdictions view the Ontario model as the basis of provincial and territorial referee committees.
- That a fair and consistent fee structure is developed in coordination with affiliate groups.
- To ensure the online assigning software is the best fit for the OVA referees' program and that all needs are met by parties involved with using the system.

The current Operations Chair is Marrick Yee: [Operations@ontariovolleyball.org](mailto:Operations@ontariovolleyball.org)

#### **3.2.2 Programs Chair**

The role of the Programs Chair is to promote the development of indoor, beach and sitting volleyball referees throughout Ontario.

#### **Responsibilities of the Programs Chair**

- Recruitment and certification of new referees.
- Upgrading and promotion of current referees.
- On-going evaluation of current referees to ensure correct procedures are in place.
- Creating and managing a recruitment and retention plan for Ontario referees.

- Nominating in conjunction with the Chair, a Head Clinician, a National Upgrade Chair, and a Regional Upgrade Chair.

The current Programs Chair is Chris Goetz: [RefereesPrograms@ontariovolleyball.org](mailto:RefereesPrograms@ontariovolleyball.org)

### **3.2.3 Head Clinician**

The Head Clinician is appointed by the ORRC & Programs Chair and is responsible for:

- Updating training materials and training clinicians.
- Assembling clinic manuals from the VC promotions program.
- Arranging and conducting Clinician's Clinics as requested by each region.
- Ensuring clinic structure and format are standardized and publicized provincially.

The current Head Clinician is Bob Rocque: [RefereesQualityAssurance@ontariovolleyball.org](mailto:RefereesQualityAssurance@ontariovolleyball.org)

### **3.2.4 National Upgrade Chair**

The National Upgrade Chair (NUC) is appointed by the Programs Chair and is responsible for the promotion and development of all OVA National candidates. The NUC is responsible for reporting back to the RRCs and the ORRC on a regular basis to keep the group up to date on the progress of Ontario's National Upgrades. The NUC should be an active National/International referee who is current in national protocols and expectations. This person should co-ordinate with the current VC National Upgrade Chair to ensure Ontario candidates are at the forefront of officiating in Canada.

The current National Upgrade Chair is Chris Goetz: [RefereesPrograms@ontariovolleyball.org](mailto:RefereesPrograms@ontariovolleyball.org)

### **3.2.5 Regional Upgrade Chair**

The Regional Upgrade Chair (RUC) is appointed by the Programs Chair and is responsible for the promotion and certification of all OVA Regional Candidates. The RUC is responsible for reporting back to the RRCs and the ORRC on a regular basis to keep the groups up to date on the progress of Ontario's Regional Upgrades. The RUC is responsible for:

- With the assistance of RRCs, selecting candidates for the program annually.
- Training current Ontario regional candidates.
- Nominating mentors for regional candidates.
- Reporting semi-annually to the ORRC, as to the progress of the current Regional Upgrade Program.

The current Regional Upgrade Chair is David Williams: [RefereesRUP@ontariovolleyball.org](mailto:RefereesRUP@ontariovolleyball.org)

### **3.2.6 Quality Assurance Chair**

The role of the Quality Assurance Chair is to provide a high-quality level of officiating service to the indoor and beach volleyball communities in Ontario.

### **Responsibilities of the Quality Assurance Chair**

- To ensure that the overall quality of officiating is improved and consistent.
- To develop and ensure implementation of a process to monitor, evaluate, and make recommendations in programs and service delivery.
- To develop, circulate and analyze surveys (internal and external) to determine the level of, and increase satisfaction with officiating services.
- To ensure that a response to inquiries is provided promptly.
- To ensure that year after year there is a reduction in the number of complaints.
- To develop a process to promote consistency in assigning.
- To ensure that assignments are distributed in a timely fashion.
- To ensure that assigned referees fulfill requirements and commitments.
- To review that the Referees assigned are commensurate with the type of competition. (i.e., finals).
- To increase the number of evaluators.
- Development & maintenance of the Mentorship Program.

The current Quality Assurance Chair is Bob Rocque:

[RefereesQualityAssurance@ontariovolleyball.org](mailto:RefereesQualityAssurance@ontariovolleyball.org)

### **3.2.7 Regional Referees' Chair (RRC)**

#### **Job Description**

The Regional Referees' Chair is responsible for the organization and development of officiating programs as well as the management and distribution of officiating assignments to assignors for volleyball within their Region. The Regional Referees' Chair works with the Secretary-Treasurer of the region (or designate) to ensure that accurate records of assignments are kept, and that appropriate distribution of funds (fees for officiating) are handled as per OVA and regional policies and procedures.

The Regional Referees Chair serves as a member of the Provincial Referee Committee.

The RRC must reside in the region they represent.

#### **Nomination and Election Process**

Elections for the RRC position is for a 3-year term starting September 1<sup>st</sup>. Nominations for the RRC must be received by May 31<sup>st</sup> of the election year – members can self-nominate. The election is to take place by June 15<sup>th</sup>, so that the Board of Directors may ratify the selection of the new RRC at the June Board of Directors meeting. The new RRC will take office as of July 1<sup>st</sup> and will attend the RRC fall meeting.

The OVA staff will call for nominations for the position of RRC and will verify that all candidates are OVA members, Level 3 or higher and that they accept their nomination. The job description will be posted on the OVA website. A soft copy of the call for nominations and the job description will be emailed out to all referees. The Provincial Referees' Committee can recruit suitable candidates, should none be nominated.

In the event of a tie, the incumbent nominee shall be declared RRC. If the election does not include an incumbent nominee and results in a tie, a re-vote will be held.

### **Regional Referee Chair (RRC)**

- Type: Elected
- Term: 3 years, effective September 1
- Electorate: All current OVA member referees in the region
- Nomination Window: By May 31 of the election year (self-nominations accepted)
- Election Date: By June 15

The Regional Referees Chair will appoint up to three (3) people to help them run the Region. The three positions will mirror the Provincial Referees Committee, i.e., Quality Assurance, Operations, Programs. This committee will be responsible for:

- Planning, coordinating, and directing (along with the ORRC) the long-term direction of the Referees' program in general.
- Establishing a working relationship with all referees within the region.
- Keeping an up-to-date list of referees within the region.
- Ensuring yearly registration of referees within the region.
- Ensuring non-registered referees are listed as inactive (see Leave of Absence).
- Ensuring executive positions within the region are filled (i.e., assignors, clinicians, etc.) and maintain close contact with these people. This task may involve recruiting several assistants (minimum rating of provincial) to help with the work within the referees' program.
- Providing administrative assistance to the region's assignors, clinicians, etc.
- Defining goals for numbers of clinics to be given in the region and ensuring clinics at various levels are held where needed and as resources permit.
- Summarizing clinic results and other activities (number of new referees by level, number of clinics, number of tournaments, number of leagues, etc.) and reporting this information at the RRC's spring meeting.
- Recruiting new referees and assisting with upgrading current referees.
- Seeking opportunities for top referees from their region to travel elsewhere to increase their exposure and experience.
- Attending school coaches' meetings at the beginning of volleyball seasons to advertise how schools can put on a referees' clinic and to discuss relevant officiating issues (new rules, rule interpretations, protocol, etc.).
- Encouraging referees to upgrade.
- Developing a recruiting strategy to bring new referees into the program.
- Assisting in the creation and maintenance of communication networks within the region to facilitate the dissemination and gathering of information with respect to officiating matters.
- Serving as a mentor for younger referees in the region.
- Making recommendations to the ORRC for potential future clinicians and mentors.
- Providing feedback to referees in the region, as appropriate.

- Sharing information regarding clarifications, interpretations, and rule changes with referees in the region.
- Appointing of a Level 1 and Level 2 Head Clinician, responsible for coordinating and organizing Level 1 and Level 2 upgrade clinics, if needed.
- Acting as an ambassador for the Ontario Volleyball Association.

### **3.2.8 Beach Referees' Chair (BRC)**

#### **Job Description**

The Beach Referees' Chair is responsible for the organization and development of Officiating Programs as well as the management and distribution of officiating updates, protocols, and assignments for Beach volleyball within Ontario. The Beach Referees' Chair serves as a member of the Provincial Referee Committee.

#### **Responsibilities of the Beach Referees' Chair**

- Plan, co-ordinate and direct (along with the ORRC) the long-term direction of the Beach Referees' program in general.
- Establish a working relationship with beach referees within the province.
- Keep an up-to-date list of beach referees within the province.
- Provide a reference to other provincial BRC's for any Ontario beach referee moving to another province.
- Welcome and introduce beach referees from other provinces moving into Ontario.
- Ensure yearly registration of beach referees within the province.
- Ensure non-registered beach referees are listed as inactive (see Leave of Absence).
- Ensure critical positions in the province are filled (i.e., assignors, clinicians, etc.) and maintain close working relations with these individuals. This task may involve recruiting several assistants (minimum three consecutive years of beach officiating in Ontario) to help with the work within the referees' program.
- Provide administrative assistance/support to the Beach Assignor, clinicians, etc.
- Arrange an annual clinic for new local referees at the beginning of the beach season and any others as deemed appropriate by OVA. Define goals for all clinics to be given in the province and ensure clinics at various levels are held where needed and as resources permit.
- Summarize clinic results and other activities (number of new referees by level, number of clinics, number of tournaments, number of leagues, etc.) and report this information at the RRC's fall meeting.
- Recruit new beach referees and assist with upgrading current beach referees.
- Seek opportunities for top beach referees from the province to travel elsewhere to increase their exposure and experience.
- Encourage beach referees to upgrade their certification levels.
- Develop a recruiting strategy with the OVA Beach Manager to bring new beach referees into the program.
- Assist in the creation and maintenance of communication networks within Ontario to facilitate the dissemination and gathering of information with respect to beach officiating matters.
- Serve as a mentor for younger/developing beach referees in the province.

- Make recommendations to the ORRC for any improvements to the OVA beach officiating program.
- Provide feedback and guidance to beach referees in the province, as appropriate.
- Share information regarding clarifications, interpretations, and rule changes with beach referees in the province.
- Act as an ambassador for the Ontario Volleyball Association.

### **Election of Beach Referees' Chair**

The election for the BRC position is for a 3-year term starting September 1<sup>st</sup>.

Nominations for the BRC must be received by May 31st of the election year. The election is to take place by June 15<sup>th</sup>, so that the Board of Directors may ratify the selection of the new BRC at the June Board of Directors meeting. The new BRC will take office as of September 1<sup>st</sup>. All Beach Referees registered with the OVA during the previous season can vote for the new BRC.

The OVA Referees Coordinator will call for nominations for the position of BRC and will verify that all candidates are OVA members, Level 2 or higher, have officiated continuously in the OVA Beach program for 5 or more years and that they accept their nomination. The job description will be posted on the OVA website. A soft copy of the call for nominations and the job description will be emailed out to all beach referees. In addition, the incumbent BRC along with the Provincial Referees Committee has the authority to recruit suitable candidates, should none be nominated. In the event of a tie, the incumbent nominee shall be declared BRC. If the election does not include an incumbent nominee and results in a tie, a re-vote will be held.

### **Beach Referee Chair (BRC)**

- Type: Elected
- Term: 3 years, effective September 1
- Electorate: All OVA Beach Referee members
- Nomination Window: By May 31 of the election year
- Election Date: By June 15

## ***SECTION 4: REFEREE ROLES, ASSIGNING POLICIES AND GUIDELINES***

### **4.1 Qualifications of an Assignor**

- Provide opportunities and assignments to all referees of their region.
- Commitment to administer assignments fairly to referees and leagues.
- Current member in good standing of the Ontario Volleyball Association.
- Current working knowledge of the game.
- Knowledge of referees and their skill level.
- Ability to effectively communicate with leagues, referees, and administrators.
- Ability to organize and assign referees in a timely manner.
- Assignors must live in the region that they are assigning for, barring extenuating circumstances (i.e., An assignor living in Region 5 will assign Region 5 OVA tournament locations, OFSAA high school tournaments, and assign for the school boards within their Region).
- Be technically savvy and able to use the online assigning system of the OVA and utilize the Membership Registration System (MRS) to obtain eligible referees to assign.
- Be fair and transparent in assigning practices.

### **4.2 Function of an Assignor**

To assign referees to volleyball matches for all leagues and clubs currently under OVA jurisdiction, as directed by these established guidelines.

### **4.3 Appointment of an Assignor**

Any new assignor openings must be filled using an assignor application and interview process involving OVA staff, the RRC for the respective region and the ORRC, and all open positions must be posted on the OVA website.

### **4.4 Duties of an Assignor**

- Select and assign major and minor referees as required to matches under their jurisdiction.
- Only assign OVA certified, eligible registered members qualified to work at the assigned level.
- Follow all guidelines established by leagues which require a specific certification level of referee for their matches.
- Request that all schedules and referee registration forms be provided promptly.
- Provide effective means of communication allowing messages to be received during non-business hours.
- Promptly notify all parties of any changes or cancellations of match assignments.
- Compile accurate and timely assignment pay forms for billing and payment purposes.
  - For best practice, all Arbiter assignments should be continually updated and confirmed within a week after the assignment.
- Request assessments and evaluations of referees, as required.

- Liaise with Regional Referees' Chairs to provide assignments for referees requiring upgrade evaluations.
- Assess fines to referees for attendance or uniform violations and reports back to the OVA office.
- Ensure all reports of misconduct and/or inadequate facility/equipment issues are reported to the Regional Referees' Chair and the OVA office.
- Appoint, if necessary, an event Head Referee.
- Enter matches into Arbiter for assigning.
- Be fair and transparent in assigning practices.

#### **4.5 Guidelines for Assignors**

- Consider the referee's rating, availability and geographic location when determining assignments.
- Provide the best officiating possible to all matches, regardless of location or skill level.
- Only assign referees that meet the OVA Referee Eligibility policy requirements and are registered members
- Maintain an open line of communication with all referees to encourage a spirit of cooperation and an effective learning environment.
- Seek referees from other regions, with the approval of the Regional Referees' Chair and OVA staff, and when prior arrangements for reimbursement of travel expenses have been established.
- Create the working schedule for the tournament.
- Prepare invoices and send them to the OVA Operations Lead.
- Enter assignments into Arbiter online assigning system and ensure mileage and other expenses are entered correctly and promptly to meet deadlines.
- Ensure all newly certified local referees are receiving a minimum of 5 assignments.

For OVA tournaments, assignors will be required to schedule a minimum number of referees based on the number of courts at an event, as per the following. The rationale behind this is to prevent referees from fatiguing too quickly throughout the day and to help maintain the quality of officiating for the final rounds of the tournament. Having extra referees available is also favourable should any emergencies arise during a tournament. If an assignor is unable to meet the minimum number of referees required, they are to notify their RRC and the OVA staff a minimum 3 days ahead of the tournament for assistance.

	# OF COURTS	# OF REFEREES REQUIRED
Single Referee Tournaments	2	3
	3	4
	4	5
Double Referee Tournaments	3	9
	4	12

#### 4.6 Event Head Referee

The Head Referee's duties include, but are not limited to the following:

- The Head Referee should be prepared to deal with any referees working at the event who display inappropriate conduct (e.g., late arrival, improper uniform, etc.). The Head Referee should speak to the referee at fault and/or notify the assignor or the RRC and OVA office of any misconduct sanctions to work through the OVA's Discipline and Complaints process.
- Conduct a referees' meeting prior to the beginning of the event (for major tournaments) to clarify specific calls (e.g., facility, interpretations, caliber of play, etc.). Coaches are invited to attend but is not mandatory.
- For tournaments, ensure that senior referees who have worked most of the matches with quality and consistency are, when possible, assigned for the playoffs and finals. It is not a good idea to have referees who have not officiated in the tournament begin working matches in the later rounds.
- The Head Referee for the event is to provide feedback on the referees' performance. This feedback is to be constructive in nature and designed to ensure quality and consistency of officiating throughout the province.
- The Head Referee will also act as a jury member should there be a protest during the event.
- Deliver a detailed report to the assignor of the tournament. Report should detail number and type of matches worked by each referee and any unusual event/protests that may have occurred. Report would also include any reports of conduct issues from referees, coaches, players, or spectators. This report must be presented to the assignor NO later than two days after the event.
- Ensure that any sanctions are properly recorded on the scoresheet and reported to the OVA office for follow up.
- Liaise with OVA staff at events regarding referees' operations, assignments, protests or discipline or complaints issues, etc.

#### 4.7 Role of the Referee

The essence of a good referee lies in the concept of fairness and consistency:

- To be fair to every participant.
- To be viewed as fair by the spectators.

This demands a huge element of trust. The referee must be trusted to allow the players to entertain:

- By being **accurate** in their **judgment**.
- By **understanding why the rule is written**.
- By being an **efficient organiser**.
- By allowing the competition to flow and by **directing** it to a conclusion.
- By being an **educator** – using the rules to penalise the unfair or admonish the impolite.
- By **promoting** the game – that is, by **allowing the spectacular** elements in the game to shine and the players to do what they do best: **entertain** the public.

As per Game Procedures in the Volleyball Canada rulebook, the referee is responsible for checking the net and the court. Before the start of a match or before resuming play, referees should check that the playing area is safe for all participants. This includes, but is not limited to, the following:

- Benches are far back enough away from the court.
- Players on the bench are away from the court.
- There is enough room for players to approach.
- Spectators are seated away from the sideline and behind the attack line.
- Padding is on the poles and the referee stand.
- Loose rope is tied around the net or pole or tucked into the pole padding.
- No wet spots or spills on the court.
- Put away from the court and playing area any loose items players can trip on or run into that can be moved (backpacks, ball carts, loose volleyballs, ball bags, shoes, water bottles, etc.).
- Check the floor/playing surface to ensure that it is flat and safe, no bumps or ridges, Sport Court is not sticking out, etc.
- Ensure that there are no sharp objects protruding from the posts or nets, taped down if necessary.

Finally, we can say that a good referee will use the rules to make the competition a fulfilling experience for all concerned.

#### **4.8 National or Major Championships Assignment Selection**

The ORRC shall pass on availability for referees representing Ontario for CCAA and USport Nationals.

The following procedure will be used in the selection of such referees:

1. Recommendation by the NRC based on activity, quality, and ability.
2. Request by host or league (e.g., OUA, OCAA, U Sports).
3. Previous involvement and tournament experience.
4. Activity of referee within the province.
5. Caliber of tournament (Canada Games, Canada Cup, CCAA, U Sports).
6. Selection for each of the championships will not necessarily begin at the top of the seniority list, but instead may be merit based on development/upgrade based. The number of tournaments and matches available will determine the number of opportunities for each referee in a given period of time.
7. The RRC should use their discretion when nominating referees to more than one major championship per given year or a referee to the same major tournament in two consecutive years, or tournament years.
8. Each senior referee may be given (but is not guaranteed) the opportunity to travel to a championship, either major or territorial, before beginning at the top of the seniority list provided all preceding requirements are equal or substantial

## **SECTION 5: REGISTRATION**

In August, the Ontario Volleyball Association will send a reminder to each referee who has registered the previous year, to register through the OVA registration System (MRS) for the upcoming season. The season runs from September 1 to August 31<sup>st</sup> annually. Volleyball Canada Referees (Regional, National, and International) must register with the OVA by September 30. This allows the office staff sufficient time to submit the A-1 Form to Volleyball Canada (registered senior referees) and for OUA/OCAA preseason matches to be assigned.

Any referees that are not registered by the September 30th deadline will be subject to removal in Arbiter.

Please contact Mylene Andrade, Membership Services Coordinator at [mandrade@ontariovolleyball.org](mailto:mandrade@ontariovolleyball.org) should you require assistance with the MRS system. The “How to Guides” on the [OVA website](#) are also available for reference.

To remain eligible to referee in the OVA or OVA sanctioned leagues, referees must meet the requirements of the [OVA Referee Eligibility Policy](#). Persons in Authority (PIA), including referees, must be approved by the OVA through the MRS system to become active members of the OVA. Any referee that does not meet the Eligibility Policy will be emailed directly with the information on the course(s) they need to complete or screening requirements they are missing to become eligible. Once a referee is approved, they will become active in the MRS system for assignors to use for matches.

**Any referee that works an OVA-sanctioned event without meeting the requirements of eligibility will be sanctioned a fine equal to their match rate(s).**

### **5.1 Why Register?**

To be assigned to matches, annual registration with the OVA is mandatory. Working a match while NOT registered is deemed to be improper conduct and anyone who does so will be subject to fine equal to the match rate(s) that were worked while ineligible. Any unapproved “Pending” referees in MRS working OVA events are not covered by the OVA’s insurance until they are approved and active in the MRS system.

Referees are required to register with the OVA annually to maintain their certification level.

When you register with the OVA, you maintain your certification level and are covered by the OVA insurance, required to work OVA managed or sanctioned events. If you fail to register, you can lose the rating that you have worked so hard to achieve and are not covered by the OVA insurance for OVA sanctioned events.

OVA insurance does not cover a referee who works non-sanctioned events (e.g., high school matches in which the OVA and school do not have service-level agreement in place). For your own safety, please ensure that you have confirmed that the non-sanctioned tournament host or league insurance covers the working referees.

OVA sanctioned events are for associations that a service level agreement is in place between the OVA and themselves. The current associations are listed below (please note that this list evolves annually and may change part way through the year. If you have questions on if a league has an Service Level Agreement in place with the OVA, please reach out to [Kelvin Cheng](#), OVA Manager of Operations):

- OVA Regular Season Tournaments & Ontario Championships
- OVA Beach Tour OVA Regular Season Tournaments & Beach Ontario Championships
- Volleyball Canada National Championships
- OUA & USport
- OCAA & CCAA
- OFSAA
- CWOSSA
- Toronto District School Board
- YRAA
- WRDSB High School & Elementary
- Waterloo Catholic District School Board & District 8 High School Volleyball
- District 4 & District 10 High School Volleyball
- OCVL
- NCSSAA
- NORCECA
- FISU
- FIVB
- CISM
- Brooklin Ladies Volleyball League
- Stouffville Ladies Volleyball League
- City of Barrie Volleyball League

If you are a referee or assignor who works non-sanctioned events and want to have your league or event sanctioned, please contact Kelvin Cheng, Manager of Operations at [kcheng@ontariovolleyball.org](mailto:kcheng@ontariovolleyball.org) for more information.

### **Service Level Agreements for Non-Sanctioned Leagues or Events**

It is the mandate of the Provincial Referees' committee that any sports league or event organizer that reaches out to the OVA to obtain working referees for the event enters into a service level agreement with the Association. This is done for many reasons, including but not limited to:

- Ensuring all referees that are assigned to the league or event are Eligible and current members of the OVA
- Ensuring working referees are covered under the OVA liability and sport accident insurance policy vs the unknown of the event host or tournament organizer
- Transparency of assignments by ensuring all matches are entered into Arbiter Sports and can be accessed at any time by the referee

- Removing the burden for the assignor by having all invoicing done by the OVA to the league or event organizer
- Ensure timely payment by the OVA to the working referee
- Protect the event host by ensuring all referees follow OVA policy and procedures and are covered under the discipline and complaints protocol
- Ensuring the event or league organizer is assigned fully registered members of the OVA who are bound to all policies and procedures

If you require additional information on this protocol, please contact Kelvin Cheng at [kcheng@ontariovolleyball.org](mailto:kcheng@ontariovolleyball.org).

## 5.2 Registration Fees

Registration fees are due September 30th of each year. Registration fees for the current season are as follows:

	Admin & Overhead	OVA Fee	OVA Officials Development	HST	VC Fee	VC Surcharge	VC Payment Processing Fee (2.5%)	Total
Indoor Official - Local	\$ 17.00	\$ 47.00	\$ 14.00	\$ 10.14	\$ 37.00	\$ 10.00	\$ 1.18	\$136.32
Indoor Official - Provincial	\$ 17.00	\$ 47.00	\$ 19.00	\$ 10.79	\$ 37.00	\$ 20.00	\$ 1.43	\$152.22
Indoor Official - Regional	\$ 17.00	\$ 47.00	\$ 31.00	\$ 12.35	\$ 37.00	\$ 30.00	\$ 1.68	\$176.03
Indoor Official - National	\$ 17.00	\$ 47.00	\$ 34.00	\$ 12.74	\$ 37.00	\$ 40.00	\$ 1.93	\$189.67
Indoor Official - International	\$ 17.00	\$ 47.00	\$ 37.00	\$ 13.13	\$ 37.00	\$ 50.00	\$ 2.18	\$203.31
Beach Official - Local		\$ 47.00	\$ 14.00	\$ 7.93	\$ 37.00	\$ 10.00	\$ 1.18	\$117.11
Beach Official - Provincial		\$ 47.00	\$ 19.00	\$ 8.58	\$ 37.00	\$ 20.00	\$ 1.43	\$133.01
Beach Official - National		\$ 47.00	\$ 34.00	\$ 10.53	\$ 37.00	\$ 30.00	\$ 1.68	\$160.21
Beach Official - International		\$ 47.00	\$ 37.00	\$ 10.92	\$ 37.00	\$ 40.00	\$ 1.93	\$173.85

The cost of the referee membership is broken down into the following:

- All OVA membership fees go towards paying general overhead costs of the Association and investment into programs.
- The Admin & Overhead portion of the referee membership fee goes towards overhead and administration costs directly related to referee programming and payments.
- The OVA Officials Development surcharge helps support referee development programs. The referee committee put this in place to help pay for full-time staff to administer the referee program as well as costs of delivering programs, online learning platforms, referee travel, delivering the mentorship program, paying for online development platforms (Referee Engagement Centre, Level 1 online course delivery), etc.
- The VC membership and the VC referee surcharge are collected as part of the OVA membership.

**NOTES:** If a referee wishes to register in more than one category, they will pay the higher of the two fees. For example, if they register as a Local Referee, they will pay \$136.32. If they register as a coach first and then wishes to register as a Local Referee, they will pay the difference. All

referees must be a carded referee to register with the OVA and will be approved once they meet all OVA Referee Eligibility Policy requirements.

### **5.3 Certification from Out of Province**

Those who move to Ontario and have earned a certification level from another jurisdiction must supply the following to be considered for certification by the OVA.

- Proof of certification & letter of good standing i.e., registration credential(s) from the place of origin for the current year.
- If from within Canada, the RRC, or delegate must evaluate local and provincial referees, to ensure skills are appropriate for the registered level. Once the evaluation is successfully completed and the referee registers with the OVA, the certification will be acknowledged.
- If from within Canada, regional, national, and international referees do not need to be evaluated as they are certified on the national level. The referee is only required to register with the OVA and complete the screening process and provide a letter of good standing from their previous Association.
- If from outside Canada, the ORRC (or appropriate senior referee) must evaluate the referee to determine the appropriate certification level. The referee then registers with the OVA (and possibly Volleyball Canada) to be certified and must complete the screening process and provide a letter of good standing from their previous Association.
- Once this process is complete, the new referee must register as an OVA member and fully adhere to the Association's screening and the OVA Referee Eligibility Policy to become an active referee of the Association.
- Meet all other requirements to obtain OVA membership.

Normally, the referee is not considered certified until the above processes are completed. The responsibility for certification rests with the out-of-province referee. The referee should not be assigned any matches without supervision; however, if circumstances warrant (at the discretion of the RRC) the referee may work.

### **5.4 Referees Working Outside of Ontario**

Referees who want to work as referees or referee supervisors at an event held outside Ontario must get permission from the ORRC before accepting such an assignment. The referee must be currently registered and in good standing with Ontario Volleyball and must submit a written request for permission to attend their respective RRC. The request must provide the referee's current badge level and recent experience level and include the date, location, and name of the host/assignor for the event. This request is then forwarded to the ORRC with the RRC's recommendation for granting or denying the request. Once permission has been granted, the ORRC forwards written notice of the permission to attend to the event host's Referees' Chair, copying the Ontario Referee's RRC and the referee. No exceptions to this process will be allowed without the prior consent of the ORRC.

Please see [VC's Travel Request Form](#) for more information.

## **5.5 Leave of Absence**

Referees who request a formal leave of absence may be on leave for up to one (1) year with no loss of certification level and should request it with their Regional Referees Chair.

Continued leave requires a letter to the ORRC outlining the volleyball activities the requester has been involved in, to ensure that the referee is current with the sport. Normally, registration is still expected but can be with the association where the requester resides (e.g., on a one-year trip to Japan, the requester registers with either the Japan Volleyball Association or the OVA).

Referees who have not paid registration fees to OVA for one (1) year or more and have not requested a leave of absence will not be considered as certified and must successfully attend an appropriate clinic and pay the appropriate fees to regain their rating.

## **5.6 Insurance Coverage**

Referees are only covered by the OVA's liability insurance when providing a service to OVA sanctioned events (for a list, please refer to [section 5.1](#)) and only after they have fully registered with the OVA, paid their registration fees and meet the requirements for eligibility.

Referees working high school, or other league events that are not sanctioned by the OVA and do not have signed service level agreements (SLAs) in place do not have OVA insurance coverage for those events.

Referees working non-OVA events must verify insurance coverage by another Association and assume their own risk for working non-OVA events and shall hold harmless the OVA for any injury occurred at non-OVA matches, leagues, or events.

For more information on the OVA insurance policy, please visit:

<https://www.ontariovolleyball.org/insurance>

## **SECTION 6: CLINICS**

Referees are not paid for matches completed as part of their evaluation for certification or upgrade. The match fees generated should then instead cover clinic expenses such as clinician fees and clinics should be organized so they at least break even or show a small profit. The tournament host is responsible for payment of the clinician's fees, in lieu of having to pay referees' match fees. Any profits are to be forwarded to the region's referees' budget.

Requests for clinics must be made through and approved by the RRC. The RRC forwards the clinic information to the OVA Operations Coordinator to open registration. The clinic package is then sent to the clinician by the OVA office.

All candidates must register and submit payment for their clinics using the OVA online registration system. Upon completion of a clinic, the Head Clinician should request payment for expenses and honorarium with their RRC to be submitted to the OVA. These claims will not be paid unless they have been approved by the RRC prior to the clinic. Regional Referee's Development funds will not cover clinic costs without prior approval by the RRC. The host or candidates should be charged any costs that are not pre-approved.

Level 1 Local Referee candidates must be at minimum turning 15 years old the season they receive their certification and badge.

### **6.1 Clinicians' Rates**

Local clinic rates are based on one 4-hour session of in-person theory and one full day of practical evaluation and are pro-rated where applicable. Mileage and per diems (if applicable) will be in addition to the rates below.

First Clinician full day	\$175.00 per day
Additional Evaluator	\$150.00 per day

### **6.2 Provincial Upgrade Program Clinicians' Rates**

Mileage and per diems (if applicable) will be in addition to the rates below.

First Clinician	\$175.00 per day
Final Upgrade	\$150.00 per day

### **6.3 Regional & National Upgrade Program Clinicians' Rates**

The Head Clinician decides whether an assistant clinician and/or an additional evaluator is required for any of the Regional Upgrade Program sessions. An assistant clinician actively participates with the Head Clinician in administering the clinic. An assistant clinician may also attend to administrative details while acting as an observer. Mileage and per diems (if applicable) will be in addition to the rates below.

Head Clinician	\$175.00 per day
----------------	------------------

Assistant Clinician	\$150.00 per day
Additional Evaluators	\$150.00 per day
Evaluators for double-headers	\$75.00 per half-day

#### **6.4 OVA Clinician Certification**

This section outlines the necessary pre-requisites for certification as a clinician at various levels within Ontario.

Level 1 and 2 Clinicians are under regional jurisdiction, while Level 3 is under provincial jurisdiction.

VC also has a Referee Development Program. Details of this program are available in the [VC Referee Committee Policy and Procedure Manual](#). Referees who have successfully completed the VC Development Program course will be considered for Referee Supervisor Team or Referee Development Team opportunities at OVA or VC events.

#### **Prerequisites for OVA Clinicians:**

##### **Level 1 Clinician:**

Those referees who are considered certified as Level 1 clinicians must:

1. Have attended an OVA approved Clinician's course.
2. Be an active referee to the satisfaction of their region and a current member in good standing of the OVA.
3. Be a Clinician approved by their RRC.
4. Be current in the rules of the game, rule interpretations and the VC Referee Guidelines.
5. Be a Level 3 candidate or higher.

##### **Level 2 Clinician:**

Those referees who are considered certified as Level 2 clinicians must:

1. Have attended an OVA approved Clinician's course.
2. Be an active referee to the satisfaction of their RRC and a current member in good standing of the OVA.
3. Be a clinician approved by their RRC.
4. Facilitate or attend a Level 1 or 2 clinic each year.
5. Be current in the rules of the game, rule interpretations and the VC Referee Guidelines.
6. Have a rating of Level 3 or higher.

##### **Level 3 Clinician:**

Those referees who are considered certified as Level 3 clinicians by VC and OVA should:

1. Have successfully completed their VC Referee Supervisor course.
2. Be an active referee to the satisfaction of the ORRC and a current member in good standing of the OVA.
3. Have taken part in a Level 3 Theory Seminar assisting the Head Clinician.

4. Be current in the rules of the game, rule interpretations and the VC Referee Guidelines.
5. Be aware of the National Level 3 promotion protocols and expectations.
6. Have a rating of Level 4 or higher.
7. Be approved by the ORRC as a practical evaluator.

## **6.5 Clinics – Other**

Once a Level 1 clinic has closed for registration, the OVA staff will send a list of the candidates registered as well as confirm their completion of the online theory and the Level 1 exam and scores from Easygenerator to the clinician.

Digital Level II (Provincial) clinic packages are available from the OVA office. The exam is completed online via Easygenerator at Ontario Championships in April.

As well, be sure to inform the candidates of names, addresses and phone numbers of the region's RRCs and assignors.

The OVA Operations Coordinator will distribute a list of newly certified referees to the RRC and the assignors in the region once the clinic paperwork has been processed.

## **6.6 Hosted Clinic**

The host of a clinic organizes the theory and practical evaluation of the clinic typically a 4-hour theory session the evening before and a full day 8-hour practical tournament the day of. The candidates are charged fees to meet the clinic costs (i.e., clinic materials, registration, etc.). In addition, match fees are not paid out to the candidates but instead, are used to cover the clinician fees outlined below. The clinic is usually completed in one week or within a relatively short period of time.

If the practical evaluation of a clinic will be using an OVA tournament as its event, the level of the volleyball should be at Trillium level and up to 15U. OVA staff will send a notice to the tournament participants ahead of time letting them know that the tournament will be using referees in training and minimum 1 Evaluator per court is required to mitigate any issues on site.

Referee Clinic Sample Budget				
	Theory	Practical	Mileage	Per Diems
Head Clinician	\$ 87.50	\$ 175.00	\$20*	\$ 40.00**
Evaluator 1		\$ 150.00		\$ 17.50
Evaluator 2		\$ 150.00		\$ 17.50
				\$ 637.50

\*Mileage is dependent on where the clinician travels from and is \$0.47/km after the first 50KM round trip (\$20 is about 95km round trip)

\*\* Meal per diems are \$12.50 breakfast/\$17.50 lunch/\$25 dinner. Clinicians cannot claim for breakfast the day they are leaving their house

## ***7: REFEREES DEVELOPMENT FUND & PAYMENT RATES***

### **7.1 Referees' Development Funds**

#### **Provincial Referees Development Fund**

The goal of the Provincials Referees Development Fund is to help the ORRC fund the various programs for the development, training, and promotion of Ontario Volleyball referees. The fund is to be used only for referees' programs and activities that have been approved by the ORRC. Some of the programs and functions, but not exclusively, that the fund will help develop are:

- To deliver the Mentorship program
- To pay for online development platforms
- The Regional, National, and International upgrades of Ontario referees.
- Payment of honorariums to assignors, evaluators, head referees for tournaments.
- Holding referees' development tournaments and/or seminars.
- Assigning mentors to tournaments to provide development opportunities for working referees.
- Reimbursing RRCs for memberships.
- ORRC cost reimbursement for travel to and from National Volleyball Canada meetings
- Clinician's clinics.

As the funds of the Referees Development Fund are from the remuneration of Ontario Referees this fund is to be considered everlasting and will carry over into future fiscal years if there is money remaining in the ODF at the end of the year (i.e., the funds remain in the fund at the end of each fiscal year to be used in future years for Referees development). If the fund is in deficit, the OVA can choose to cover their deficit as an investment in the OVA referees' program.

All expenses from a region's ODF must be approved by the ORRC as well as OVA Director of Sport Development & Technology.

#### **Regional Referees Development Fund**

The Regional Officials Development Funds allocated to each region can be used for, but are not limited to, the following:

- Level 1 facility and clinician fees.
- Level 2 Provincial Upgrade Program (PUP) fees.
- Evaluation tournament costs for assessment into upgrade programs
- Accommodations and mileage for travelling refs if not approved by OVA (i.e., OVA tournaments).
- Kickoff meeting costs.
- Reimbursing assignors for memberships.
- Special event travel and accommodations – Gender equity workshop, Ontario Championships, meetings, upgrade assessments, etc.
- Reimbursing evaluators and mentors for Level 1 and 2s.
- E-score training costs.

- Helping to fund the mentorship program in their region through a cost sharing with the Provincial ODF.
- Helping to fund the RUP for the candidates in its region through a cost sharing with the Provincial ODF.
- Arbiter errors.

All expenses from a region's ODF must be approved by the region's RRC, the ORRC as well as OVA Director of Sport Development & Technology.

A 5% ODF deduction is taken from all referee match fees to support referee initiatives and development mentioned above.

- OUA/OCAA/OFSAA/Ontario Championships Events: 5% of Match fee will go to Provincials Referees Development Fund.
- OVA/Service Level Agreements/All Other Events: 5% of Match fee will go to Regional Referees Development Fund.
- All Beach Events: 5% of Match fee will go to the Beach Referees Development Fund.

## **7.2 Match Fee Schedule**

### **OVA TOURNAMENTS**

<b>OVA Tournament Fees 2025-2026</b>		
<b>TYPE OF MATCH</b>	<b>Match Referee Honorarium</b>	<b>Match Rate</b>
<b>2 Straight to 25pts</b>	<b>\$26.00</b>	<b>\$28.00</b>
<b>3 Straight to 15pts</b>		
<b>Best 2 of 3</b>	<b>\$33.00</b>	<b>\$35.00</b>
<b>3 Straight to 25pts</b>	<b>\$35.00</b>	<b>\$37.00</b>
<b>Best 3 of 5</b>	<b>\$45.00</b>	<b>\$47.00</b>
<b>Tie Breaker</b>	<b>\$16.00</b>	<b>\$18.00</b>

Note: The \$2 difference between match rate and honorarium rate goes to the Provincial Referees' development budget.

OVA clubs hosting exhibition tournaments can [contact their local RRC](#) to request officials. As part of the effort to provide more value to our member clubs, OVA can provide referees for these events using the rates above. OVA will also waive the 10% administration fee that for member clubs since they are already registered with the Association.

### **OVA MATCH RATES**

<b>OVA 2025 – 2026</b>		
<b>Type of Match</b>	<b>Match Official (1<sup>st</sup> or 2<sup>nd</sup>)</b>	<b>Minor Officials (Lines or Scorer)</b>
<b>Best 2 out of 3</b>	<b>\$65</b>	<b>\$39</b>
<b>Best 3 out of 5</b>	<b>\$90</b>	<b>\$54</b>
<b>2 Straight</b>	<b>\$60</b>	<b>\$36</b>
<b>3 Straight</b>	<b>\$75</b>	<b>\$45</b>

## OCAA MATCH RATES

OCAA 2025 – 2026		
Type of Match	Match Official (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Officials (Lines or Scorer)
Best 2 out of 3	\$65	\$39
Best 3 out of 5	\$85	\$51
2 Straight	\$60	\$36
3 Straight	\$75	\$45

## OFSAA MATCH RATES

OFSAA2025 – 2026		
Type of Match	Match Official (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Officials (Lines or Scorer)
Best 2 out of 3	\$52.5	\$32.5
Best 3 out of 5	\$62.5	\$37.5

*\*TIE BREAKERS – If a tie breaker match is required, \$18.00 per referee will be paid.*

## Toronto District School Board (TDSB)

TDSB 2025 – 2026 & 2026 - 2027		
Type of Match	Match Official (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Officials (Lines or Scorer)
Best 2 out of 3	\$48.5	Best 2 out of 3
Best 3 out of 5	\$68.5	Best 3 out of 5
3 Straight	\$53.5	3 Straight

## York Region Athletic Association (YRAA)

YRAA 2025 – 2026		
Type of Match	Match Official (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Officials (Lines or Scorer)
Best 2 out of 3 – single match	\$49.5	\$24.75
Best 2 out of 3 – double header	\$97	\$48.5
Best 2 out of 3 – triple header	\$127	\$63.5
3 set match - (3 <sup>rd</sup> set played regardless of result after 2 sets)	\$54.5	\$27.25
Best 3 out of 5	\$72	\$41

YRAA Tournament 2025 – 2026		
Type of Match	Match Official (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Officials (Lines or Scorer)
2 Straight Sets	\$42.00	\$21.00
Best 2 of 3 Sets	\$47.00	\$28.50

## National Capital Secondary School Athletic Association

NCSSAA 2025 – 2026	
Type of Match	Match Official (1 <sup>st</sup> or 2 <sup>nd</sup> )
Best 2 of 3 sets	\$35.00
3 Sets Straight (i.e. 3 <sup>rd</sup> set played regardless of result after two sets)	\$38.00

Best 3 of 5 – certified official	\$55.00
Best 3 of 5 – novice official	\$35.00

#### Waterloo Region District School Board - WRDSB/WCSSAA (2024-2026)

WRDSB/WCSSAA High School Matches		
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
Best 2 of 3 Sets	\$47.50	\$23.75
3 Straight Sets	\$52.50	\$26.25
Best 3 of 5 Sets	\$67.50	\$33.75

WRDSB/WCSSAA High School Matches – Tournaments Only		
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
2 Straight Sets	\$40.00	\$20.00
Best 2 of 3 Sets	\$45.00	\$27.50

#### Waterloo Catholic District School Board & District 8 (2024-2026)

High School Matches		
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
Best 2 of 3 Sets	\$47.50	\$23.75
3 Straight Sets	\$52.50	\$26.25
Best 3 of 5 Sets	\$67.50	\$33.75

High School Matches – Tournaments Only		
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
Best 2 of 3 Sets	\$45.00	\$27.50
2 Straight Sets	\$40.00	\$20

Elementary School Matches			
Type of Match		Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
2 teams (single league match)	Best 2 of 3	\$35.00	\$17.50
	3 Straight sets	\$50.00	\$25.00
	Best 3 of 5 sets	\$60.00	\$30.00
3 or more teams (tournament format)	2 Straight	\$25.00	\$12.50
	Best 2 of 3 Sets	\$30.00	\$15.00
	3 Straight Sets	\$33.00	\$16.50
	Best 3 of 5 Sets	\$43.00	\$21.50

#### District 4 High School Matches (2025-2026) \*\*\*PENDING CONTRACT APPROVAL

District 4 High School Matches	
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )
3 Straight	\$50.00
Best 3 of 5 Sets	\$65.00

## District 10 High School Matches (2025-2026) \*\*\*PENDING CONTRACT APPROVAL

District 10 High School Matches		
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
3 out of 5	\$67.50	\$50.50

District 10 High School Matches – Tournaments Only		
Type of Match	Match Referee (1 <sup>st</sup> or 2 <sup>nd</sup> )	Minor Referee (Lines/Scorer)
2 Straight Sets	\$40.00	\$20.00
Best 2 of 3 Sets	\$45.00	\$27.50

## Ottawa Carleton Volleyball League

Ottawa Carleton Volleyball League 2025 – 2026	
Type of Match	Per Match Official
Gyms with 6 best of 3 matches	\$195/night
Gyms with 2 best of 5 matches	\$130/night
Gyms with 3 best of 3 matches	\$100/night
Gyms with 1 best of 5 match	\$65/night

## City of Barrie Volleyball League

City of Barrie Volleyball League 2025 – 2026	
Type of Match	Match Official
1 Hour	\$50

## OVA BEACH

\$175 flat rate fee per day + \$10/adult match

Referees that arrive on-site for a cancelled tournament will receive a half-day's pay plus mileage.

### 7.3 Standard Assigning Fees

OVA Indoor – 4% of match fees

OVA Beach – 5% total referees' match fees for each season

OUA/OCAA – 5% of total match fee

OFSSA/CWOSSA Tournaments – 5% of total match fee

TDSB/TDESAA - 5% of the total invoiced match fees

WRDSB - 5% of the total invoiced match fees

Waterloo Catholic & District 8 - 5% of the total invoiced match fees

**NOTE:** Assignor expenses are to be covered by the assigning fee. Only in extreme circumstances should the event be charged expenses over and above those covered by the assignor's fee. If additional expenses are to be incurred, there must be prior approval from the RRC and the host of the event (OFSSA Convenor, OVA office, etc).

All invoices are to be submitted through the Arbiter online assigning system.

## **7.4 Arrival Times**

### **Arrival Times Prior to Matches**

Unless otherwise noted, all referees must arrive at least 30 minutes before their match.

### **OVA Tournaments – Regular Season**

Referees are expected to arrive at OVA tournaments for 8:15AM for the referee meeting. The head referee will go over age-specific rules, facility information, the schedule and anything else that is pertinent for that tournament. If the tournament does not begin at 9:00am, referees should arrive 45mins before the start time of the first match as per the schedule.

### **Schools Matches and Tournaments**

Referees are expected to arrive 30 minutes before the match starts.

### **OUA/OCAA**

Expected arrival times:

- R1/R2/Scorer – 45 minutes before
- Linespeople – 30 minutes before

#### **7.4.1 Fines and Penalties**

<b>LATE FEES:</b>	50% of match fee
<b>NO SHOW:</b>	No pay + additional 100% of match fee
<b>IMPROPER UNIFORM:</b>	<ul style="list-style-type: none"><li>• 1<sup>st</sup> Offence – Verbal Warning</li><li>• 2<sup>nd</sup> Offence – Written Warning</li><li>• 3<sup>rd</sup> Offence – Fine of 50% of match fee &amp; no further assignments</li></ul>

OVA assignors always do their best to assign fairly and evenly so that all referees receive opportunities to officiate throughout the season. However, referee assignments are also subject to the referee's match suitability and the OVA reserves the right to assign referees based on their performance and merit.

## **7.5 Referee Uniform**

All referees shall present a clean, well-groomed appearance. Since the uniform identifies a referee as a person of authority, it should reflect a certain dignity related to their function.

Referee uniforms should match with the rest of the refereeing corps for that match. For OVA tournaments, referees on the same court must match.

The standard VC referee's authorized uniform is required for all domestic matches and consists of:

1. VC issued crested navy Mizuno shirt with white collar
2. VC issued crested navy pants.
  - a. VC uniform should be the most recent version
3. Black or navy belt.
4. White socks.
5. Predominantly white shoes, with few colored markings.
6. VC Referees badge represents the referee's qualification.
  - International referees shall wear their VC badge for youth competitions which include OVA, OFSAA and high school matches. The FIVB badge can be worn for OUA and OCAA matches.
  - Linespeople or scorers do not wear their VC Referees badge. Please refer to the VC FAQ for any deviations. The VC jackets may only be worn courtside in extremely cold gymnasias (i.e., long sleeve shirts under the VC issued crested navy Mizuno shirt with white collar). No other apparel items including but not limited to "fanny" packs, cell phones, Crocs etc. are permitted to be worn by referees during the match.

#### **VC Alternate Uniform – Red**

1. VC issued crested red Mizuno shirt
2. Black pants
  - a. VC uniform should be the most recent version
3. Black belt.
4. Black socks
5. Predominantly black shoes, with few colored markings.
7. VC Referees badge represents the referee's qualification.
  - International referees shall wear their VC badge for youth competitions which include OVA, OFSAA and high school matches. The FIVB badge can be worn for OUA and OCAA matches.
  - Linespeople or scorers do not wear their VC Referees badge. Please refer to the VC FAQ for any deviations. The VC jackets may only be worn courtside in extremely cold gymnasias (i.e., long sleeve shirts under the VC issued crested navy Mizuno shirt with white collar). No other apparel items including but not limited to "fanny" packs, cell phones, Crocs etc. are permitted to be worn by referees during the match.

#### **7.6 Referee Certification Badges**

Upon completion of each level's requirements, the referee will receive a VC Referee badge. Replacement badges for those that are misplaced, stolen, or worn-out, may be purchased through the OVA office. Please contact Shunya Yamada [syamada@ontariovolleyball.org](mailto:syamada@ontariovolleyball.org) for more information.

**Note:** All levels of referees are expected to be in the Volleyball Canada approved uniform. It is realized that the cost to new local referees can be substantial. Considering this, the expectation is that for the first year of officiating, the navy-blue VC referee shirt is sufficient with navy blue

dress slacks. By the start of the 2<sup>nd</sup> year, it is expected that the Level 1 local referee would be in full VC uniform. For uniform

In support of referee recruitment, the OVA Regional Council has approved funds to provide a uniform rebate for new referees. Referees that are eligible can receive up to \$100 reimbursement for their uniform purchase. Please fill out the application form [here](#) to apply.

### **7.7 Referee Equipment**

At a minimum, all certified referees should have the following equipment items with them for all matches:

1. Whistle with lanyard
2. Sanction cards (red, yellow and purple)
3. A watch displaying minutes and seconds
4. Flipping coin
5. [VC Rulebook](#)
6. Net measuring chain or device
7. Ball pressure gauge and hand pump
8. Set of line judge flags

### **7.8 Centralized Billing**

To ensure consistency and efficiency, OVA sanctioned matches including all OUA/OCAA matches, OVA tournaments, OFSAA and sanctioned high school leagues for regular season and tournaments will be centrally billed through the Arbiter Sports online assigning program. The onus is on the assignors to ensure that they submit all referees' assignments into Arbiter in a timely manner to ensure that referees are paid on time. If assignors do not submit confirmation by the deadlines below, payments for all referees across the province are delayed.

Referees will be paid five times per year and twice for the beach competition season.

Referees are asked to check assignments in Arbiter up to the last week. Any questions regarding pay or mileage should be communicated with your assignor for that assignment for correction and before the confirmation date as outlined in the pay run calendar.

Assignors are to keep up information up to date in Arbiter and approve everything within a week after the assignment. ***If Assignors are late in entering assignments, it will delay the provincial pay run.*** Once all assignors have approved their information in Arbiter and confirmation is received from the OVA staff as per the dates below, the paysheets are then submitted to OVA accounting for processing, validation and approval. Once processed, payments are deposited via direct deposit and processing times vary from bank to bank. This entire process, from assignor confirmation to bank deposit, can take up to 10 business days in its entirety.

## WORKFLOW FOR ASSIGNING AND CENTRALIZED BILLING:

### Pay Run 1: September 1 – October 12

Assignors to confirm everything in Arbiter by October 19

### Pay Run 2: October 13 – November 23

Assignors to confirm everything in Arbiter by November 30

### Pay Run 3: November 24 – January 11

Assignors to confirm everything in Arbiter by January 18

### Pay Run 4: January 12 – February 22

Assignors to confirm everything in Arbiter by March 1

### Pay Run 5: February 23 – April 26

Assignors to confirm everything in Arbiter by May 3

### Pay Run 6 – April 27 – June 28

Assignors to confirm everything in Arbiter by July 5

### Pay Run 7: June 29 – August 31

Assignors to confirm everything in Arbiter by September 7

## 7.9 Travel Expenses and Per Diems

### 7.9.1 Mileage Rates

All individuals traveling to assigned OVA business, **where an honorarium or wage is earned**, will receive mileage reimbursement of \$0.47/km after the first 50 km traveled round-trip (meaning at 51 km they are reimbursed for 1 km, at 52 km they are reimbursed for 2 km, etc.).

All individuals traveling to assigned OVA business, **strictly as volunteers**, will receive \$0.58/km for all km traveled. This means referees assigned to attend a meeting, where there is no wage for their service, will receive \$0.58/km for all km traveled.

This Association-wide policy is based on the published CRA rate and is reviewed every September to ensure the proper rate is applied. Although the CRA publishes rate changes every January, the OVA mileage policy will not change during the season and will come into effect the following September for the next season.

The distance travelled will be calculated from primary residence (unless otherwise agreed to, in advance) to the primary 'workplace'.

Furthermore, extensive travel due to the upgrading, evaluation or mentoring of referees shall be the responsibility of the ODF and not the host of the match.

- Candidates in the National or International Upgrade Programs are expected to cover 50% of their own travel expenses.

This policy will apply to all OVA assigned business, the individual involved is on a coaching, administrative, or officiating assignment.

### **7.9.2 Per Diem Rates**

Any referee whose assignment requires an overnight stay in a city or town away from their home for an event, may receive a per diem (meal allowance) of up to \$55.00 per day (\$12.50 breakfast, \$17.50 lunch, \$25.00 dinner). The exact per diem rate will depend on when the referee leaves their residence to travel to a tournament. I.e. breakfast per diems are not paid out the day a referee leaves their house for an assignment. In addition, or in lieu of this per diem, accommodation for the event may be provided. These expenses should be discussed prior to the match/tournament with the host to ensure there are no surprises/confusion with the host. For example, referees traveling to any Provincial Championship (OUA/OCAA/OFSAA), the host should expect to pay for travel and hotel accommodations for the traveling referees to the event. If the host provides shelter (i.e., billet or covers the cost of lodging) and some hospitality, the overnight stay per diem will not be paid.

Referees are not paid a per diem (meal allowance) while officiating at tournaments. It is not reasonable that a referee working a full day at a tournament near their home be paid these expenses and their normal earnings. No exceptions will be allowed unless approval is granted by the OVA and tournament host staff.

Per diems may be received by executive members, RRC's, and/or clinicians who travel to organizational meetings and/or clinics. The intent of the per diem is to cover expenses while a referee is away from their home area while officiating an event other than a tournament and will only be provided if prior approval has been granted by OVA.

### **7.10 Ontario Championships**

Ontario Championships for all age division competition currently follow the Volleyball Canada model for providing a Head Referee(s), Area Supervisors, Assignor(s), and Referees at each event. The following are the expense entitlements for each category.

Please note that accommodations are pending the availability of inventory as well as the needs of other referees travelling to the event. The OVA endeavours to provide accommodations for all referees travelling 125KM and beyond one way but cannot guarantee that this will always be the case. Should there not be enough hotel inventory, referees closest to the event will be asked to commute first.

Referee:	Standard OVA match fee, plus mileage expense, and accommodation, hospitality provided on site.
----------	--

Assignor:	5% of match fees for honorarium per 3-day event, plus mileage, per diems and accommodations (if required).
Area Supervisor:	\$575 honorarium per 3-day event, plus mileage, per diems and accommodations (if required).
Head Referee:	\$750 honorarium per 3-day event, plus mileage, per diems, and accommodations (if required).
Referee's Mentor	\$175.00 per day, plus mileage, per diems and accommodations (if required).

The Assignor should be a different individual than the Head Referee or Area Supervisor.

The Assignor should be working in conjunction with the Head Referee to ensure the right referee is on the right match. However, under extenuating circumstances, the Assignor may need to work as an Area Supervisor.

### **7.11 Ontario Championships Referees Requirements**

#### **Assignor**

The OVA will appoint the assignor(s) for all Ontario Championships.

Assignor requirements are:

- Level 2 Provincial Referee or higher
- Assigning experience preferred
- Active referee for the last 5 years within Ontario
- Knowledge of OVA competition structure

Responsibilities are to include, but not limited to:

- Confirm working referees by February 1<sup>st</sup> for each event
- Ensure referee hotel rooming list is provided to OVA staff by the pre-determined deadlines
- Assign at minimum all Day 1 matches 1 week prior to the tournament for distribution to working referees
- Work with Area Supervisors to assign ranked referees for Day 2 and playoffs and distribute each night for the following day.
- Take part in the daily assigning meeting
- Ensure that all paperwork is submitted post-event in a timely manner for referees' payments
- Assignors must be available to be on-site all 3 days for the weekend that they are assigning
- Enter all matches into Arbiter and ensure mileage and match rates are correct

Ontario Championships RDT and Assignor Dates	Deadline
RDT Assignor to confirm list of potential RDT with RRCs and send out availability survey	15-Nov
Deadline for RDT availability survey	30-Nov
RDT Assignor to send out save the dates for RDT	15-Dec
OVA staff to send out working referees' availability survey	15-Dec
Deadline for working referees to sign up List verified and approved for assignors by OVA staff	15-Jan
Assignors to send out save the dates for working referees	1-Feb
Hotel rooming lists to be submitted by assignors to OVA office	21-Feb
OVA Youth Competitions staff to provide court schedules to assignors	Early March, ongoing
Assignors to send out schedule for Day 1 matches to working referees	1 week before event
Assignors to input match info into Arbiter and submit Excel copy to OVA office	1 week after event

Deadline dates are approximate and will vary depending on the day of the week of that calendar year.

### Area Supervisor

The OVA will appoint an Area Supervisor based on the number of courts being used. In general, an Area Supervisor will manage anywhere from 6 to 8 courts.

Area Supervisor requirements are:

- Senior level referee (Regional badge or working towards National badge level or higher)
- Volleyball Canada's Referee Supervisor training course preferred (but not mandatory)

Responsibilities are to include, but not limited to:

- Manage an area of 6 – 8 volleyball courts
- Approve/sign off on score sheets from each court, prior to being sent to the results room
- Mentor referees in their area by answering technical questions and providing feedback on referees on their performance
- Address any performance issues with referees in their areas, if required
- Rank referees daily in their area for the assignor
- Take part in the daily assigning meeting
- Serve as a member of the protest committee in their area

- Diffuse any on court situations or call OVA Staff if a breach in OVA Code of Conduct has taken place.
- Calling medical staff to their court areas, if required for athlete, referee or spectator injury

If you are interested in becoming an Area Supervisor, please contact the OVA Referee Coordinator at [referees@ontariovolleyball.org](mailto:referees@ontariovolleyball.org)

## **Head Referee**

The OVA will appoint at least one Head Referee for all Ontario Championship events. The Head Referee will act as the RRC Committee designate for that event.

Head Referee requirements are:

- Senior level referee (regional badge or higher, national badge preferred)
- Must have received Volleyball Canada's Referee Supervisor training

Responsibilities are to include, but not limited to:

- Schedule and manage all Area Supervisors for the event
- Lead referee technical meeting
- Serve on the tournament protest committee
- Ensure the assignors have assignments out in a timely fashion
- Assist with ranking referees at the event for playoff assignments
- Diffuse any situation court side or communicate with OVA staff on any breach in OVA Code of Conduct violations on site.
- Following the tournament, they will submit a post-Ontario Championship report to the OVA
- Liaise with OVA tournament staff

## **Mentor**

The OVA will appoint a Mentor(s) for all Ontario Championships.

Responsibilities are to include, but not limited to:

- Evaluate all working referees at Ontario Championships and have discussions surrounding their performance
- Provide verbal feedback to working refs through informal and formal meetings
- Provide written feedback to the ORRC on working referees and provide a copy to the working referee for areas of continued development via online submission.
- Scout for potential upgrade candidates
- Assist with protests, if required

## **SECTION 8: PROMOTIONS PROGRAM**

### **8.1 Canadian Referees Promotion Program**

LEVEL	RECOMMENDATION REQUIRED BY	CLINIC ORGANIZED BY	FEE (+HST)
International	National Chair	Volleyball Canada	\$500.00
National	Provincial Chair	Volleyball Canada	\$400.00
<i>Regional</i>	<i>Regional Chair</i>	<i>OVA Regional Upgrade Chair</i>	<i>\$225 – Year 1 \$175 – Year 2</i>
<i>Provincial</i>	<i>Regional Chair</i>	<i>OVA Regional Clinician</i>	<i>\$100.00</i>
<i>Local</i>	<i>Regional Chair</i>	<i>OVA Regional Clinician</i>	<i>\$55.00</i>
<i>Novice</i>	<i>Regional Chair</i>	<i>OVA Regional Clinician</i>	TBD

### **8.2 Volleyball Canada Promotions**

Candidates in a Volleyball Canada promotions program are expected to cover most of their own travel expenses. The referees' budget (ORRC and/or RRC/BRC) may be able to assist with expenses, depending upon the number of candidates in any given year and the amount of expenses incurred.

Contact your RRC if you are interested in participating in a promotions program for the next level of certification.

#### **8.2.1 National Promotions**

Candidates enter this two-year program in the fall. Acceptance is confirmed within Ontario by September and the candidate's Letter of Intention and Technical File must be submitted to the ORRC no later than September 30<sup>th</sup> to meet Volleyball Canada's deadline of October 1<sup>st</sup> for applications.

A referee seeking National Level status must have been active as a Regional Referee for at least two years and must be recommended by the Referees Committee for entry into the National Upgrade Program. The National Level Referee has the opportunity and is expected to officiate at all competition levels in Ontario: Ontario Championships, High Performance Centres, Ontario Summer Games, Canada Games, and College and University matches. They may also be invited to officiate outside the province at the highest levels of volleyball competition.

For intake into the current fiscal year, applications are due September 1.

Fill out the [application form here](#).

For the National Upgrade Program, candidates are expected to cover 50% of their own travel expenses.

Further details can be found in the Volleyball Canada National Referees Committee's Policy and Procedures Manual posted online at [www.volleyball.ca](http://www.volleyball.ca).

### 8.3 Regional Promotions

The Regional Upgrade program is 2 years long. Regional Upgrades are run at the provincial level. Applications are accepted on an ongoing basis and should be submitted based on the below. For intake into the current fiscal year, applications are due September 1. Any applications received after that will be reviewed during the winter for an invitation to Ontario Championships for further consideration.

- Fill out the [application form here](#).

For more information, visit the OVA website at [www.ontariovolleyball.org](http://www.ontariovolleyball.org) or contact your RRC for more information on how to enter the Regional Upgrade Program (RUP).

Regional Upgrade Program	
<b>Duration</b>	2 years
<b>Cost/Candidate</b>	<p>\$225.00 + HST – Year 1 \$175.00 + HST - Year 2</p> <ul style="list-style-type: none"> <li>- This fee goes towards covering costs of running the RUP in each Region, including but not limited to: <ul style="list-style-type: none"> <li>o Course resource costs</li> <li>o Regional badges</li> <li>o Accommodations, if required</li> <li>o Mileage reimbursements</li> <li>o Program administration</li> <li>o Clinician fees and expenses</li> </ul> </li> </ul> <p>Note: each candidate is expected to contribute to their own development to the RUP through registration fees and all match fees that go towards their OVA RUP budgets to pay for total program costs. Any additional costs over and above these candidate costs and match rates are paid for from the Regional ODFs &amp; Provincial ODFs.</p>
<b>Mentoring</b>	<p>Year 1 – 2 mentorship sessions Year 2 – 2 mentorship sessions</p>
<b>Mentor</b>	<p>\$25.00/match + mileage (3 sets) e.g., 4 matches = \$100.00 + mileage per candidate All need to be done in a 2 Referee system Minimum of 2 up and 2 down If done on the same day, only 1 up and 1 down</p>

	Mentors are to be chosen by the RUP coordinator, not the candidate Note: mentor fees should not exceed \$150 per day
<b>Coordinator</b>	Head Clinician \$175.00 per day Assistant Clinician \$150.00 per day Additional Evaluators \$150.00 per day Evaluators for double-headers \$75.00 per half-day  Extra evaluations to be paid similar to mentors e.g., \$25.00/match + mileage
<b>Evaluators</b>	\$150.00/day

#### **8.4 Provincial Promotions**

All registered Local referees wishing to upgrade their certification level should register in MRS by October 15th for a Provincial Upgrade Pre-Evaluation free of charge to express their interest in the Provincial Upgrade Program (PUP). Once registration closes, the OVA Referee Coordinator will forward to the RRCs the name(s) of Local referees that wish to be upgraded. These referees will then be evaluated at the earliest convenience for entry into the PUP for the current season.

<b>Provincial Upgrade Program</b>	
<b>Registration</b>	<ul style="list-style-type: none"> <li>- All candidate hopefuls to register for the pre-clinic evaluation in MRS by October 15.</li> <li>- RRC will approve candidates for the year once registration is closed.</li> <li>- Candidates to be contacted by regional PUP Clinician for next steps</li> </ul>
<b>Duration</b>	<ul style="list-style-type: none"> <li>- 1 year (one season)</li> </ul>
<b>Cost to Candidates</b>	<ul style="list-style-type: none"> <li>- \$100 + HST</li> <li>- This fee goes towards covering costs of running the PUP in each Region, including but not limited to: <ul style="list-style-type: none"> <li>o Course resource fee</li> <li>o Provincial badges</li> <li>o Easy Generator program costs</li> <li>o Accommodations, if required</li> <li>o Mileage reimbursements</li> <li>o Clinician fees and expenses</li> </ul> </li> <li>- Note: each candidate is expected to contribute to their own development to the PUP through registration fees and match rates that go towards their Regions ODF to pay for total program costs.</li> </ul>
<b>Candidate Practical Evaluations</b>	<ul style="list-style-type: none"> <li>- 2 in-region OVA tournaments at 16UB or higher</li> <li>- 1 (final evaluation) at 16U Ontario Provincial Championships (1 day minimum)*</li> </ul>

<b>Candidate Theory Session</b>	<ul style="list-style-type: none"> <li>- 1 in-region theory session of 8 hours (or 2 of 4 hours each)</li> <li>- 1 exam, administered at 16U Ontario Championships with the PUP Group*</li> </ul>
<b>Candidate Assignments</b>	<ul style="list-style-type: none"> <li>- 1 completed official OVA or VC scoresheet, approved, and signed off by Head Clinician</li> <li>- 1 referee evaluation of L3 or L4 officials at a high-level event (OUA, OCAA, OFSSAA) or both R1 and R2. Debrief to senior officials required, plus their signature on the evaluation forms. Evaluation forms to be handed in to Head Clinician</li> </ul>
<b>Head Clinician Compensation</b> (to be expensed from the regional ODF)	<ul style="list-style-type: none"> <li>- \$175 per day (theory session and tournaments)</li> <li>- \$17.50 lunch per diem</li> <li>- Mileage (\$0.47/km after the first 50 km)</li> </ul>
<b>Mentors/Evaluators Compensation</b> (to be expensed from the regional ODF)	<ul style="list-style-type: none"> <li>- \$150 per day</li> <li>- \$17.50 lunch per diem</li> <li>- Mileage (\$0.47/km after the first 50 km)</li> </ul>
<b>Candidate Compensation</b> (to be expensed from the regional ODF)	<b>Theory Session Day</b> <ul style="list-style-type: none"> <li>- \$17.50 lunch per diem</li> <li>- Mileage (\$0.55/km)</li> </ul>
	<b>Practical Tournament Days</b> <ul style="list-style-type: none"> <li>- Flat fee of \$75 per tournament day (equivalent to 2.5 matches worked)</li> <li>- \$17.50 lunch per diem</li> <li>- Mileage (\$0.47/km after the first 50 km)</li> </ul>

### **8.5 Special Notes and Restrictions for Certified Levels**

All referees are expected to be at a certain quality level, based on the rigours of the training program appropriate for each level. As part of the developmental nature of officiating (and experience required to become an expert), the following limitations are recommended for each certified officiating level:

#### **International**

- No restrictions on matches in Canada.
- Activity form (summary of major tournaments and matches) to be completed and sent to ORRC by May 30<sup>th</sup>. This activity form is then forwarded to the Volleyball Canada NRC. Out-of-province invitations are only extended to active referees. Inform your RRC if you would like to travel out of province.

#### **National**

- No restrictions on matches in Canada.
- Activity form (summary of major tournaments and matches) to be completed and sent to ORRC by May 30<sup>th</sup>. This activity form is then forwarded to the Volleyball Canada NRC.

Out-of-province invitations are only extended to active referees. Inform your RRC if you would like to travel out of province.

### **Regional**

- Must be a national candidate to officiate OUA Playoffs as R2.
- No other restrictions on matches in Canada.
- Out-of-province invitations are only extended to active referees. Inform your RRC if you would like to travel out of province.
- Must be re-evaluated or take refresher course at least every three (3) years unless the RRC grants a specific exception based on the referee's activity level in the area.

### **Provincial**

- First referee for senior high school and 12U – 18U OVA competitions, second referee for OUA and OCAA matches, administer local Clinics (with RRC approval).
- Must be re-evaluated or take refresher course at least every three (3) years unless the RRC grants a specific exception based on the referee's activity level in the area.

### **Local**

- Scorer and line judge for OUA, OCAA. First referee junior high school, second referee senior high school, first referee for 12U – 16U OVA competitions, second Referee for 17U & 18U OVA competitions.
- Must be re-evaluated or take refresher course at least every three (3) years unless the RRC grants a specific exception based on the referee's activity level in the area.

## **SECTION 9: REFEREES DEVELOPMENT STRATEGY**

We must do our best to provide opportunities for those who wish to learn about volleyball officiating. In cases where the demand exceeds our resources, RRCs need to work to schedule clinics on a first-come, first-served basis as our resources permit.

### **9.1 Perspective**

It appears there are fewer people willing to learn how to referee volleyball. Part of the reason for this trend may be **our current lifestyle**; people are actively playing sports at higher ages, the availability of different activities (i.e., recreation leagues), longer working hours, increased travel time, etc. Becoming a referee and putting forth the effort to progress to higher certification levels involves a commitment that many people have placed low in their list of priorities.

The lack of qualified referees in any sport is a long-term problem with no quick answers. The OVA is limited in the options it has to "lure" people into officiating volleyball. The referees must come from somewhere, schools, club teams, or outside of the sport. In the 1980s most of the referees came from the school system. In the 1990s and early 2000's, we also tapped into the resources of senior club players, drawing upon their years of experience.

Tournaments that are required for referees to gain valuable experience are important to the development programs within the officiating levels. One cannot learn to officiate simply by reading the rulebook; practical experience is essential! To promote referees, these types of tournaments must continue to be available for referees to gain experience.

### **9.2 Goals**

1. Recruitment
  - Increase the number of referees available.
  - Increase the number of trained clinicians.
  - Make officiating an attractive hobby.
  - Develop a program to retain 75% of newly certified referees and ensure adequate regional coverage annually.
  - 25% of registered members to be trained as clinicians.
  - Strive for 50% female participation in newly certified referees annually.
2. Education and Upgrading
  - Increase the numbers of upper-level referees (Provincial and above).
  - Budget to be aimed at regional and national upgrading, and provincial-wide communication (meetings) rather than subsidizing novice and local clinics.
  - Establish a "Head Clinician" position to organize clinic material and co-ordinate clinicians provincially.
  - 40% of registered referees to be certified at provincial level or higher.
  - Build a network of trained clinicians for Novice, Local and Provincial clinics to ensure consistent teachings at clinics throughout the province.
  - Create and implement a development plan for referees to increase skills and education.

- Development and expansion of the current mentorship program.
3. Performance Evaluations
    - Constructive, ongoing feedback to referees so they can improve to the best of their ability.
    - Develop procedures for mandatory critiquing of all senior referees at least every two years.
    - Create a mentorship program so 25% of Local referees are put through the program annually.
    - Develop and implement an assignor review process.
    - Develop an assignor policy to ensure all referees are receiving a fair number of assignments.
  4. Communication
    - Improve and maintain province-wide communication between registered referees at all levels.
    - Publish and provide both an Indoor and Beach Referees Handbook.
    - Create a structure that reaches all referees in the province and effectively addresses the need (demand) for referees in each area.
    - Launch and maintain the Referee Engagement Centre to allow for peer-to-peer interactions and have a hub of development resources available.

### **9.3 Issues**

- Lack of referees of senior level referees (i.e., regional, and above).
- Lack of co-ordination and communication across the province.
- Lack of clinicians.
- Lack of financial and human resources to address the demand for referees and clinics.
- Lack of assignments to newly certified referees.
- Aggressive behaviour of coaches and spectators.
- Cost for newly certified referees to become a level 1 referee in Ontario. I.e. course fee and uniforms.

### **9.4 Solutions**

- The referees' program budget and other resources will increasingly concentrate on funding upgrades such as Provincial, Regional and National candidates; Novice and Local clinics are to be funded by the candidates. This allocation of funds will hopefully encourage quality Referees to attain higher ratings.
- RRCs in each area can look at solving area-specific problems within the general design and philosophy of the referees' program.
- Make clinician rates attractive and rewarding.
- Budget for and hold annual or more frequent RRC meetings.
- Work with the Regional Council to create a uniform subsidy program for new level 1 referees.
- Financial and human resources available should increase as the other issues are

- solved.
- Continue to grow mentorship program.
- Modernize the referee certification program by introducing an online course and utilize online platforms for ongoing professional development.

## **9.5 Mentorship Program**

The OVA runs mentorship clinics in conjunction with OVA tournaments & Ontario Championships throughout the year to assist in the development of its referees as well as to provide a senior referee to manage the playing venue. Due to the number of incidents of aggressive behaviour and inappropriate comments towards junior referees without the experience and confidence to apply the rules properly, it is our hope that having a senior referee on site will cut back on the number of breaches in code of conduct and aggressive behaviour towards junior referees.

Based on feedback collected, it is apparent that junior referees (Locals and Provincials) want continual feedback and mentorship for growth and learning throughout their careers, especially for those that may not be interested in going through the promotions program. Through this program, a mentor referee (provincial badge or higher preferred) will be present at 40+ OVA tournaments throughout the year to provide valuable feedback as well as to debrief working referees. Working referees will also receive a written report of their mentorship for their records.

The goals of the mentorship program are:

- Provide timely feedback and debrief for 250-300 referees annually.
- Expand the reach and capacity of evaluations throughout the membership, specifically targeted at Local and Provincial Referees.
- Create relationships between referees as mentors and mentees.
- Form a pathway for communication between higher and lower-level badge referees.
- Prepare referees for future promotions in the referees' program.
- Improve the quality of officiating within the OVA.

Approximately eight (80) mentorship clinics will be assigned to the various OVA regions based on the relative number referees they have overall. The approximate number of clinics for will be as follows:

	% of Total Referees	# of Mentorship Events
R1	1%	1
R2	5%	4
R3	40%	32
R4	10%	8
R5	29%	23
R6	15%	12

One (1) mentor will be assigned to each tournament location.

*\*These locations and dates are not finalized and will be based on the OVA competition schedule and set throughout the working competition season.*

Success of the mentorship program will be based on the following factors:

- The number of mentorship clinics run out of 80 offered.
- The number of regions that run mentorship clinics – Goal is 6/6.
- The number of unique referees reached – Goal is 175 unique referees (or approximately 25% of indoor referees).
- Overall satisfaction of referees.
- Overall satisfaction of mentors.

## **Mentor – General Description**

Mentor requirements:

- Provincial level referee or higher.
- Nomination by RRC.
- Have completed the OVA's Mentor Training program.

Responsibilities of a mentor include, but not limited to:

- Manage the venue with 3-4 volleyball courts.
- Lead the referees meeting at the beginning of the tournament.
- Manage working referees.
- Mentor referees, provide verbal and written feedback individually.
- Assist working referees with goal setting regarding their areas of improvement.
- Debrief referees at the end of the match and/or tournament.
- Lead the tournament protest committee.
- Submit a post-event report to the Mentorship Committee within 3 days of the tournament.

One (1) mentor will be assigned to each tournament location and will receive \$175/day, plus mileage.

## **9.6 The OVA Referee Engagement Centre**

The OVA through a collaboration project with the OCP Group and the Volleyball Canada launched [the OVA Referee Engagement Centre](#); an online resource centre for Ontario referees.

The OVA Referee Engagement Centre is an information hub and community forum for referees with important resources to continue learning and navigating a safe return to sport. Resources include:

- OVA and VC Return to Play documents
- Modified rules of the game & Event Protocols - for playing volleyball
- OVA and VC rule and match protocol documents
- Technical resources
- VC and OVA policies
- Video reviews

- Training videos
- A community forum chat board
- E-activities for continued learning on the *Foundations of Volleyball*, *Decision Making for Volleyball Referees*, and *Skill Interaction for Volleyball Referees*

The Academy will help with development opportunities, have discussion boards to answer questions and weekly videos to breakdown calls made. This referee engagement platform will be free of charge through their membership with the OVA. We hope all Ontario referees see an overall increase in their refereeing skills by improving their access to resources and information.

## **SECTION 10: MISCELLANEOUS**

### **10.1 High School/OFSAA Match Protocols**

Match protocols will vary from board to board. Referees should check with league assignor before starting the match. The OVA does not have formal agreements in place with all Ontario schools (see exceptions 5.1) referees are not covered by OVA insurance when working these matches. Referees are to verify with school boards that they are covered by the school board insurance coverage.

The OVA does have a formal agreement in place with OFSAA. OVA member referees will be covered by OVA insurance when assigned to OFSAA matches.

#### **OFSAA STANDARD ASSIGNING FEES:**

OFSAA Championships – 5% of total match fees. All assigning fees will be invoiced through ArbiterSports online assigning software. Hosts will be mailed a referee invoice from the OVA.

#### **OFSAA MEAL PER DIEMS**

Meal per diems will only be paid out when food is not provided to the referees at the venue or the hotel.

Out-of-town Officials with accommodations provided by the host:

If food is not provided, the OVA meal per diem rates of 2025-26 will apply: \$12.50 for breakfast, \$17.50 for lunch and \$25.00 for dinner will apply, for a total of \$55.00 per day. The meal per diem rates may change based on the OVA policy for the 2025-26 and/or 2025-26 season and will be shared with OFSAA by August 31<sup>st</sup> annually of the upcoming season.

In-Town Officials:

If food is not provided, the OVA meal per diem rates of 2024-25 will apply \$17.50 for lunch and \$25.00 for dinner will apply, if matches are scheduled to start after 5pm, for a total of \$42.50 per day. The meal per diem rates may change based on the OVA policy for the 2024-25 and/or 2025-26 season and will be shared with OFSAA by August 31<sup>st</sup> annually of the upcoming season.

#### **OFSAA TRAVEL & ACCOMODATION**

As of September 1, 2025, the OVA officials will be reimbursed \$0.47 per kilometer over 50 kilometers round trip.

Note: The OVA mileage policy will apply and will be adjusted annually to reflect the changing CRA rate. The OVA calculates the officials' reimbursable kilometer rate by using 65% of the CRA rate as of September 1st each year. The OVA office will communicate the mileage rate to the OFSAA office on September 1st each year.

The Assignor will supply officials for all tournament competitions (including consolation

games). These officials are expected to be selected from the local area when possible. However, if the local area cannot provide the required number of officials for a specific event with sufficient qualifications and experience, officials will be selected from surrounding areas and the OVA mileage policy will be followed. If higher certified officials are required to be brought in, as requested by OFSAA or the OFSAA Tournament Convenor/Host Site, it is with the understanding that the referee in closest proximity to the event will be assigned over bringing in officials that will need to travel far distances.

If out of town officials are required, officials travelling over 125kms one way will qualify for accommodation, which will be arranged and paid for by the tournament convenor.

A complete list of officials with estimated travel costs and accommodation requirements must be submitted, as per Appendix A format, to the convenor and Ontario Regional Officials Chair at least 45 days before the tournament for approval. All accommodation will be based on double occupancy (except in cases where there is an imbalanced number in same-gender officials).

## **OFSAA PROFESSIONAL DEVELOPMENT**

If an assignor would like to use the OFSAA event as a professional development for officials in their region, and those officials would like to travel to OFSAA, the OFSAA Tournament Convenor/Host Site will not bear the costs of the development for the officials.

For events in OVA's Region 1 (Thunder Bay, Kenora, Sioux Lookout, Dryden and surrounding area) and Region 2 (North Bay, Sudbury, Elliot Lake, Sault Ste. Marie and surrounding area), OFSAA will bear the costs of the officials up to 250KM one way per official and the Regional Officials Development Fund will cover the expenses for the officials anything above and beyond 250KM.

For events outside of Region 1 and 2, OFSAA will bear the costs of the officials up to 150KM one way per official and the Regional Officials Development Fund will cover the expenses for the officials anything above and beyond 150KM.

### **10.2 Code of Conduct for Referees**

Referees within the province of Ontario are governed by the [OVA Code of Conduct](#). All referees are expected to know the code of conduct and abide by it.

In addition, referees need to be familiar with the *Code of Ethics* as printed in the Volleyball Canada Rulebook. They are expected to know the code of ethics and abide by all the set principals of in relation to all participants of the sport of volleyball.

All OVA members are bound by the OVA's Code of Conduct and should be familiar with the policy, which [can be found online](#).

### **10.3 Rules of the Game**

As the sport of volleyball continues to evolve, the Ontario Volleyball Association is modifying

rules of the “traditional” style of volleyball to account for and to holistically develop athletes in Ontario. Examples of competition modifications include the [Early Contact Initiative](#) for 4v4 (previously 12U), 6v6 Rallyball (previously 13U) to Traditional Limited-Specialization (previously 14U) for indoor competitions.

Due to these modifications, referees must ensure they are reviewing all pertinent documents outside of the Volleyball Canada Rulebook to ensure they are the most up to date on the competition models for the OVA for indoor and beach volleyball. Please note, the OVA and VC may have varying rules on different age class or divisions for youth competitions in Ontario. As a referee, you are responsible for ensuring you know the difference in rules.

The resources to review and be up to date on include, but are not limited to:

1. [Indoor Youth Competitions Manual](#)
2. [Early Contact Initiative \(ECI\) Manual](#)
3. [What's New Document](#)
4. [Beach Tour Handbook](#)
5. [What's New Beach document](#)

Outside of the competition model, referees must follow the OVA Sanction chart that is found in both the Indoor Competition and Beach Tour Handbooks. This chart identifies how sanctions may differ from Volleyball Canada, as Ontario Volleyball delivers over 600 regular season events for the indoor competition season and over 24 regular season Beach Tournaments annually. Please review the [Youth Competitions Manual](#) to ensure you are aware of the sanction charts that apply to match protocols and OVA events.

## SECTION 11: REFEREES' CALENDAR OF EVENTS

TIMEFRAME	TASKS
Summer	Annual National Referees Chair (NRC) meeting in Ottawa. New rule interpretations are disseminated.
August 31	Submit intent to enter a Regional or National upgrade program through the OVA's Cognito link
September 1	<ul style="list-style-type: none"> <li>OVA online registration begins for indoor and beach referees. Website is to be available for all members to register for the coming year</li> <li>OVA office sends a complete list of the previous season's registered referees to each RRC.</li> </ul>
Mid-September	Annual/semi-annual RRC's meeting with the ORRC.
September 15	Referees' handbook to be updated and posted on the OVA website.
September 30	<ul style="list-style-type: none"> <li>All referees should be registered with the OVA</li> <li>Volleyball Canada deadline for confirmation of applications for National Upgrade Program.</li> <li>Volleyball Canada Referees (Regional, National, and International) to be registered with the OVA by Sept 15. <b>Note:</b> All working referees must be registered members of the OVA to be paid for matches worked. If referees are working without being registered, they are not covered by the Association's insurance coverage. If a referee works a match and is not registered, at the first pay run, the membership fee will be deducted from their pay.</li> </ul>
October 1	Acceptance confirmed within Ontario for National Upgrade Program.
November 1	All Regional Upgrade Program (RUP) candidates to be registered through the program in the Membership Registration System (MRS)
January 15 <sup>th</sup>	Sign up for Ontario Championships refereeing duties through the OVA's Formstack link
Late May	Annual/Semi-annual RRC's meeting with the ORRC.
May 31	Senior referees to submit Activity Forms to the ORRC
June 15	ORRC submits Referees' Activity Forms to NRC.

## **SECTION 12: VOLLEYBALL CANADA NATIONAL REFEREES' COMMITTEE FORM SUBMISSION DEADLINES**

Below you will find the "Form Submission Deadlines" that will assist RRC in their administrative duties. Please refer to this list monthly so that you can meet VC's deadlines to facilitate and improve the services provided to referees.

<b>Submission Deadline</b>	<b>Forms</b>	<b>Responsibility</b>
September 1 <sup>st</sup>	<ul style="list-style-type: none"> <li>International Promotion Applications (R-1)</li> </ul>	RRC
September 30 <sup>th</sup>	<ul style="list-style-type: none"> <li>National Promotion Applications</li> </ul>	RRC
November 15 <sup>th</sup>	<ul style="list-style-type: none"> <li>Indoor Volleyball Registration Forms &amp; Fees (A-1)</li> <li>Referees List Revisions (VC)</li> </ul>	RRC
January 1 <sup>st</sup>	<ul style="list-style-type: none"> <li>Referee's Domestic Activity Forms (A-2)</li> </ul>	RRC
March 1 <sup>st</sup>	<ul style="list-style-type: none"> <li>National Championships Assignments (A-5)</li> <li>National Candidate Recommendations for National Evaluation Clinic</li> </ul>	RRC/NRC  RRC
June 1 <sup>st</sup>	<ul style="list-style-type: none"> <li>Referee's Domestic Activity Forms (A-2)</li> <li>National Promotions Committee Report</li> <li>National Championship Reports</li> <li>Regional Promotion Recommendations</li> <li>Beach Volleyball Registration Fees &amp; Forms (B-1 &amp; B-17)</li> </ul>	RRC  Committee Chair  Referee Supervisors RRC
June 15 <sup>th</sup>	<ul style="list-style-type: none"> <li>Rulebook Revisions</li> </ul>	NRC
August 1 <sup>st</sup>	<ul style="list-style-type: none"> <li>Domestic (R-5A) &amp; International (R-5) Activity Forms</li> <li>RRC Meeting Reports</li> <li>Beach Promotions (B-7 or B-12)</li> </ul>	RRC  NRC, Committee Chairs, RRC RRC
August 15 <sup>th</sup>	<ul style="list-style-type: none"> <li>RRC Meeting Working Papers</li> </ul>	NRC
August 31 <sup>st</sup>	<ul style="list-style-type: none"> <li>Beach Domestic Activity Forms (B-2 &amp; B-16)</li> <li>Beach Event Report (B-13) for National Tour events &amp; National Championships)</li> </ul>	RRC  Referee Supervisors

## **SECTION 13: SAFE SPORT**

### **13.1 Person in Authority Code of Conduct**

The OVA values the safety, rights and wellbeing of our athletes and their families. It is the responsibility of every OVA club, coach, volunteer and staff member to participate in the effort to create a safe environment for all OVA participants.

Referees play a vital role in shaping the youth of tomorrow through sport. The OVA relies on them and other persons in authority to be role models and to put young athletes on a path to success. The dynamic between coach and athlete gives rise to a power imbalance and a culture of unquestioned trust that can result in abuse. As such, it is imperative that all persons in positions of authority (PIA) be held to a high standard of conduct. A PIA is any person who holds a position of authority over a Vulnerable individual pursuant to the role assigned to them. Persons in Authority include, but are not limited to, Club Directors and Club staff, Coaches, Managers, Trainers, Referees, Chaperones and persons who manage finances.

Abuse in sport, particularly sexual abuse and the grooming behaviour that precedes it, destroys the positive impact of sport and causes untold harm to victims and those around them. Consequently, the OVA has a strong obligation to establish and maintain systems that prevent abuse and respond to conduct that poses risk to OVA athletes.

### **13.2 Person In Authority Code of Conduct – Purpose**

This Person in Authority Code of Conduct is intended to protect OVA participants from abuse. It provides guidelines for conduct that are consistent with the development of healthy relationships between adult persons in authority and youth sport participants. The Code provides behaviour guideposts that identify inappropriate or concerning behaviour at an early stage to help better protect athletes and coaches.

**OVA Safe Sport Person In Authority Code of Conduct – [Click here](#)**

**Rule of Two Clarification: [Click here](#)**

### **13.3 Discipline & Complaints**

The OVA is committed to practicing safe sport and ensuring our athletes are provided with a safe and healthy environment in which to learn and develop. *Ontario Volleyball Association has zero tolerance for any type of abuse. Individuals are required to report abuse or suspected abuse. If you are the victim of abuse, harassment, or discrimination, please don't hesitate to report it.*

**Safe sport practices are the responsibility of all members, including coaches, parents/guardians, athletes, referees, club administrators and volunteers.**

The number of complaints of unsportsmanlike behaviour on the part of coaches and/or players, and/or of poor officiating on the part of the referees seems to be increasing. The following process will be employed when a serious complaint (i.e., the complaint is registered in writing) is filed with the OVA:

Anyone who wishes to lodge a formal complaint concerning participant behaviour, please refer to the [Discipline and Complaints](#) page of the OVA website for information on the OVA Discipline & Complaints Policy and links to file a complaint.

*If OVA receives a complaint directly it will be forwarded to Sport Dispute Management Inc, the appointed Discipline Chair.*

*All complaints will be processed in accordance with the OVA Discipline & Complaints Policy.*

*If you have any questions or concerns please feel free to contact [safesport@ontariovolleyball.org](mailto:safesport@ontariovolleyball.org).*

If there are any complaints regarding the quality of officiating, please email the OVA Referees Quality Assurance Chair Bob Rocque at [RefereesQualityAssurance@ontariovolleyball.org](mailto:RefereesQualityAssurance@ontariovolleyball.org)

### **13.4 Education**

VC requires that all individuals involved with the sport across the country take the safe sport training module, available via the Coaching Association of Canada website.

As of April 1, 2020, anyone associated with a Sport Canada funded organization must be trained on conduct to prevent and address maltreatment. This includes coaches, referees, parents of youth athletes, high performance staff and contractors, officials and all administrative staff and volunteers whether they may have direct contact with athletes or not.

The Safe sport module is a free, 90-minute eLearning module that gives all participants the tools to recognize, address, and prevent maltreatment in sport. The module aligns with the principles of the Universal Code of Conduct to Prevent Maltreatment in Sport and meets Sport Canada's requirements for Safe Sport education.

Visit the safe sport training site for more information: <https://safesport.coach.ca/>

To take the training, you must create an account in "The Locker", even if you are not a coach (it's free!) We suggest saving a screenshot of the final slide when completed for your records.

Other online resources (mainly for coaches) that can be completed from home include the following (please note fees may be required).

<https://sportforlife-sportpoulavie.ca/catalog.php>  
<https://www.respectgroupinc.com/keeping-girls-in-sport/>  
<https://coach.ca/nccp-multi-sport-training-modules>

For more info on coaching resources, contact: [coaching@volleyball.ca](mailto:coaching@volleyball.ca)

### **13.5 Policies**

Ontario Volleyball has adopted several policies aimed at addressing the maltreatment of individuals in sport. These policies include:

- Person in Authority (PIA) Code of Conduct
- Discipline and Complaints Policy
- Code of Conduct

- Screening Policy

A full list of Ontario Volleyball policies can be found [here](#).

### **13.6 Concussion Policy and Safety Protocols**

Concussions are very common in volleyball and should be taken seriously. Ontario Volleyball has developed the OVA's Concussion Policy and protocols to help guide the management of athletes who may have a suspected concussion as a result of participation in OVA. You can find the concussion policy [here](#).

### **13.7 Rowan's Law – Concussion Safety**

The mandatory requirements of Rowan's Law (Concussion Safety), include the review of Concussion Awareness Resources and Concussion Codes of Conduct. This Law makes it mandatory for sports organizations to:

1. Ensure that athletes under 26 years of age, parents of athletes under 18, coaches, team trainers and officials confirm every year they have reviewed Ontario's Concussion Awareness Resources.
2. Establish a Concussion Code of Conduct that sets out rules of behaviour to support concussion prevention.
3. Establish a Removal-from-Sport and Return-to-Sport protocol.

For more resources on Rowan's Law click the following links:

- Rowan's Law – [Complete Legislation and Regulations Under the Act](#)
- Government of Ontario Concussion Awareness Resource E-Booklet
- [10 & Under](#) (OVA 4v4 Rallyball)
- [11 – 14](#) (OVA 4v4 and 6v6 Rallyball and TLS)
- [15 & Older](#)

The OVA Concussion Codes of Conduct for all roles are included in Waiver section of the Membership Registration System (MRS) and must be reviewed prior to completing the registration process.

#### **Rowan's Law: Phase 2**

- The PSO is required to establish **Removal-From-Sport and Return-To-Sport Protocols**. Template available [here](#).
- Identify a designated person as having specific responsibilities under the Removal/Return-to-Sport Protocols. A sample protocol template can be found [here](#).
- Make their protocols available to designated person(s), and any athlete (and their parent if the athlete is under 18 years of age) who has been removed from training, practice or competition due to a suspected concussion.
- Each sport organization shall create a retention policy for personal information if one does not exist. Organizations can refer to sections 40(1) and 40(4) of the Freedom of Information and Privacy Act, 1990 (FIPPA) and/or sections 30(1) and 30(4) of the Municipal Freedom of Information and Protection of Privacy Act, 1990 (MFIPPA) for information about the retention and disposal of personal information.
- More information regarding Rowan's Law can be found [HERE](#) under the Concussion Policy section.

## *APPENDIX I: ONTARIO VOLLEYBALL PURPLE CARD POLICY*

### 1. Purpose of Purple Card Policy

The purpose and intent of the Purple Card Sanction policy is to effectively address and sanction any inappropriate or prohibited behavior exhibited by any Ontario Volleyball member (adult or junior), parent or spectator, attending and observing any Ontario Volleyball Event. This policy is further intended to preserve order in its activities and maintain the safety and protection of all Ontario Volleyball members. This policy outlines the procedural usage of the “PURPLE” card, which supplements the yellow and red sanction cards currently used by match Referee(s). The Ontario Volleyball Parent/Spectator Code of Conduct policy remains in effect.

### 2. Prohibited Behavior:

- a. Prohibited behavior would include, but not limited to, any comment(s) made or action(s) displayed, deemed by others as rude, profane, disrespectful, disruptive or aggressive, which interferes with the normal progress of a tournament match.
- b. Any behavior prohibited by Volleyball Canada and the Ontario Volleyball Code of Conduct policies.
- c. Any misconduct deemed contrary to normally accepted behavior.

### 3. This policy applies to the following:

- a. Any Ontario Volleyball adult member, i.e. club directors, coaches, rostered adult(s) or chaperones NOT currently participating in the match. This policy also applies to these same individual(s) displaying misconduct BEFORE the start of a match, as well as AFTER a match has officially ended.
- b. Any Ontario Volleyball Youth player displaying misconduct BEFORE the start of a match, as well as AFTER the match has officially ended.
- c. Any Ontario Volleyball non-member, e.g. parent(s) or relative(s) of any Ontario Volleyball member.
- d. Any attendee or spectator of an Ontario Volleyball sanctioned tournament or match.

### 4. When this policy is applicable

- a. The use of yellow and red card sanctions will remain in force according to the policies and procedures set by the Volleyball Canada Rule Book.
- b. Use of the “Purple” Sanction card may be applied to any situation during a match, where spectator misbehavior occurs and the 1st Referee deems it necessary to address the misbehavior.
- c. For misconduct by anyone before, during or after a match has ended, the Parent/Spectator Code of Conduct is in effect.

### 5. Application of the Purple Warning Card

- Minor Conduct: Minor misconduct offenses are not subject to sanctions. It is the duty of the 1st Referee to prevent spectators and parents from reaching the sanctioning level. This can be done in two stages:
  - Stage 1: Verbal Warning
  - Stage 2: Issuance of Purple and Yellow Card Warning. This warning is issued to the team in which the offending spectator or parent is affiliated. The 1st Referee shall hold up the Purple and Yellow cards in one hand, initiating this issuance. Both team captains

are then summoned to the referee stand. This is then followed by a notification of the team warning, through the game captains to their head coach, that a parent or spectator affiliated with their team has reached the sanctioning level. Once either head coach determines affiliation, that head coach must inform the offender of the warning. This formal warning is not in itself a sanction but a symbol that misconduct has reached the sanctioning level for the match.

- i. In the event the offender refuses to identify their team affiliation or fails to comply with the 1st Referee's request for identification, that offender is subject to a more serious sanction, including expulsion from the playing facility for the remainder of the tournament day.
  - ii. Purple card warnings are assessed to the affiliated team and are enforced for the entire match. This means that each team may only receive one purple card warning before further sanctions are issued.
  - iii. Purple card warnings are recorded on the score sheet but have no immediate consequences.
- **Misconduct Leading to Sanctions:** Inappropriate conduct by a spectator or parent toward officials, playing teams, other parents or spectators is classified in three categories according to the seriousness of the offense.
    - **Rude Conduct:** actions contrary to good manners or moral principles.
      - **Offensive Conduct:** defamatory or insulting words or gestures or any action expressing contempt.
      - **Aggression:** actual physical attack or aggressive or threatening behavior.
  - **Sanction Scale:** According to the judgment of the 1st Referee and depending upon the seriousness of the offense, the sanctions to be applied and recorded on the score sheet are **Penalty, Expulsion and Ejection/Ban**.
    - **Penalty:** Rude or minor offensive conduct in the match by any parent or spectator is penalized with a point and service to the opponent.
    - **Expulsion** from the facility: Serious offensive misconduct by any parent or spectator is expelled from the playing facility for the remainder of the tournament day with no other consequences.
    - **Ejection/Ban (i.e. Disqualification)** from the facility: Aggressive misconduct, e.g. physical attack, implied or threatened aggression, by any parent or spectator is automatically ejected from the tournament facility and subject to further review and sanctions.

#### 6. Application of Misconduct Sanctions:

- When Penalty sanctions are issued, it is displayed as Purple and Red cards held up jointly in one hand.
- When Expulsion sanctions are issued, it is displayed as Purple and Red cards held up separately.
- When Ejection/Bans are issued, no cards will be displayed. The 1st Referee immediately stops the match and secures the safety of those in the match. All Expulsions or Ejection/Bans require the notification and involvement of the Head Official and/or Host for the following purposes:
  - i. Documentation, e.g. Score sheet, Match Comment Form, Incident Reports, Facility forms, etc.
  - ii. Timely notification of the OVA Office.

- iii. Secure the removal of the offender from the facility.
- iv. All misconduct sanctions are individual sanctions and remain in force for the entire match and are recorded on the score sheet.
- v. Repetition of misconduct by the same parent or spectator in the same match is sanctioned progressively, which means that a more severe sanction is given for each successive offense.
- vi. Expulsions or Ejection/Bans, due to offensive or aggressive misconduct do not require a previous sanction. **NOTE: Upon the refusal of the offender to vacate the playing facility, local law enforcement will be notified immediately.**
  - o Reinstatement: Parents or spectators sanctioned with an **Ejection/Ban** can only be reinstated by the OVA.

#### 7. Application of Misconduct Warnings and Sanctions Against Youth Players:

In the event a participating youth player displays misconduct in an OVA tournament as a spectator during a match or before/after a match, the following sanction guidelines shall be applied:

- Any misconduct deserving a warning or sanction shall be directed by the Parent/Spectator Code of Conduct.
- If a youth player is charged with expulsion or ejection/ban, the player becomes the direct responsibility of the parent(s) or the head coach/club director.
  - i. Youth players are not to be expelled or ejected from any playing facility individually but fall under the direct supervision of parent(s) or the head coach/club director. No further participation by the player is allowed.
  - ii. An incident report must be completed by the host outlining the circumstances of the ejection or ban.

#### 8. Recording Warnings and Sanctions on the Score Sheet:

- Issuance of Purple and Yellow Cards jointly (Misconduct Warning) – Record a PC in the **W Warn** column; record the team at fault, the set number, and the score.
- Issuance of Purple and Red Cards jointly (Misconduct Penalty) – Record a PC in the **P Penalty** column, record the team at fault, the set number, and the score at the time of penalty.
  - o If penalty is against the serving team, record the serving team's exit score.
  - o Record the awarded penalty point. Slash and circle the opposing team's next point in the **POINTS COLUMN**.
- Issuance of Purple and Red Cards shown apart (Misconduct Expulsion):
  - o Record a P in the **E Expel** column, record the team at fault, the set number, and the score at the time of expulsion.
  - o No loss of service or penalty point awarded.
- For Purple Ejection, a note on the **REMARKS** Section will give the following information: Purple Ejection, Full Name (If available), team at fault, set number, and the score at the time of ejection (Score of team at fault is first).

#### 9. Summary of Misconduct and Card Display

- **Warning** (No Sanction):
  - o Stage 1 – Verbal Warning
  - o Stage 2 – symbol Purple and Yellow card held jointly
  - o Warning recorded on score sheet
- **Penalty** (Point and serve to opponent):

- Symbol – Purple and Red card held jointly
- Penalty recorded on score sheet
- **Expulsion** (Expelled from playing facility for remainder of Tournament day):
  - Symbol - Purple and Red card held separately
  - Expulsion is recorded on Score sheet (**Note: Host incident report is required**)
- **Ejection/Ban** (Ejected from facility and/or removal/suspended from Ontario Volleyball tournaments for remainder of season):
  - NO card display - Stop match - Notify Head Official and Tournament Host
  - Ejection/Bans are recorded on score sheets

**NOTE:** Further sanctions may apply as per the OVA Fines and Sanctions chart in the Youth Competitions Manual.

## *APPENDIX II: ONTARIO REFEREES COMMITTEE HISTORY*

Below are the names of the volunteers who have served on the Ontario Referee's Committee and the years they were active. The OVA would like to recognize and thank all of these individuals for their dedication and contributions made towards the Ontario referees' community.

### **Ontario Regional Referees Chair**

Mike Bugarski (1982-1983)  
Diane Wood (1985-1987)  
Malcolm Mousseau (1988-1989)  
Reg Young (1990-1993)  
Bev Burrows (1994-1996)  
Renzo Milan (1997-2004)  
Sylvia Jaksetic (2005-2009)  
Andrew Cameron (2010-2019)  
Andrew Robb (2020 - 2025)  
Martin Kerstens (2026 – Present)

### **Operations Chair**

Andrew Cameron (2005-2009)  
Paul Higgins (2012-2018)  
Andrew Cameron (2020 - 2025)  
Marrick Yee (2026 – Present)

### **Programs Chair**

Paul Besjak (1982)  
Harry Zanin (1987-1989)  
Bradley Graham (1996-1999)  
Terry Sonoda (2000-2007)  
Bob Rocque (2008-2015)  
Martin Kerstens (2016-2019)  
Jason Dodd (2020 - 2025)  
Chris Goetz (2026 – Present)

### **Quality Assurance Chair**

Guy Bradbury (2007)

Sylvia Jaksetic (2012-2013)  
Bob Rocque (2016 - Present)

**Region 1**

Greg Horne (1997)  
Jayson Gard (1998)  
Len Kivisto (1999)  
Allen Tkachuk (2000-2005)  
Allen Tkachuk & Antonio Curciarello (2006-Present)

**Region 2**

Laura Aubertin (1988-1989, 1997-2001)  
Mario Lapierre (2006-2007)  
Jeff Sepp (2012-2014)  
Brian Rancourt (2015 - Present)

**Region 3**

Vince Enright (1988)  
Geoff Epstein (1989)  
Renzo Milan (1996-1997)  
Rolf Martens (1998-1999)  
Vince Enright (2000)  
Trevor Lall (2006-2007)  
Paul Higgins (2008-2011)  
Teresa Vizzari (2012-2014)  
Trevor Lall (2015-2018)  
Samara Sevor (2019 - 2025)  
Kennedy Ramsden (2026 – Present)

**Region 4**

Bob Rocque (1988-1989)  
Lynn Watkins (1989 - 2025)  
Nivethan Nadarajah (2026 – Present)

### **Region 5**

Harry Zanin (1997)  
John Moakler (1997-1999)  
Sylvia Jaksetic (2002-2004)  
Andrew Robb (2004-2019)  
Jennifer Adams (2020-Present)

### **Region 6**

Elias Soueiti (1984-1985)  
Reg Young (1988-1989)  
John Salem (1997)  
Andrew Cameron (1998-2005)  
Erica Menchetti (2006-2012)  
Erick Mompont (2013-2018)  
Erica Menchetti (2019)  
Erick Mompont (2020)  
Irena Zamboni (2021 - Present)

### **Beach**

Sylvia Jaksetic (1999-2000)  
Ed Yu (2006-2007)  
John Gillis (2008 - 2022)  
Kelvin Yee (2023 – Present)



## 2025-2026 Referee Eligibility Policy

All athletes have the right to a safe, inclusive and responsible volleyball experience. As people in positions of authority, referees have an important role to play in providing this type of environment. Referees have the responsibility to:

- Complete the necessary training in order to provide an environment that is physically, mentally, emotionally and socially safe for all athletes and participants
- Complete the necessary training in order to provide a responsible safe environment that incorporates Volleyball Canada's teaching methodologies, technical guidelines and long-term athlete development principles
- Ensure that all of their referee training is current so as to be able to provide a safe and responsible volleyball experience for all

### MANDATORY ELIGIBILITY REQUIREMENTS FOR OVA REFEREES

All individuals involved with youth athletes must complete the following requirements prior to their registration as an OVA member in a Referee role. These requirements apply to all individuals in those roles, regardless of certification status, experience or years of involvement:

- Abide by the OVA Screening Policy
  - Submit a [Level 2 Criminal Record & Judicial Matters Check \(CRJMC\)](#) or [Enhanced Police Information Check \(E-PIC\)](#) completed within 3 years
  - Complete the OVA Screening Disclosure Form via MRS registration
  - Comply with further steps under the OVA Screening Policy as necessary
- Complete the following training
  - Rowan's Law requirements
    - Attest that resources have been reviewed during OVA annual registration
  - Coaches Association of Canada [Safe Sports Training](#) (Free)
  - [NCCP Anti-Racism in Coaching](#) module
    - If the Call It Out training was completed previously, it will still be accepted.

Individuals who have not completed the above requirements are not eligible to be registered as an OVA member in the Referee role and will be fined equal to their match fees for any ineligible work.

Note: Referees attending Nationals should check with Volleyball Canada to verify compliance.

Effective September 1, 2025