



6.43 HEO Officiating Selection Policy

EFFECTIVE DATE

April 1, 2018

Rev.1 April 2020

i) Purpose

Hockey Eastern Ontario is committed to providing a clear and transparent process for the selection of officials for the Ontario U13, U15, & U18 AAA Championships, The OHL Gold Cup, The Fred Page Cup, and a Hockey Canada POE Camp. The process outlined in this policy will ensure that the selection of these officials is based on provincially/nationally-adopted ranking criteria.

ii) Eligibility

Officials must meet the following conditions:

- Be in good standing with HEO and not subject to or under investigation for any disciplinary action.
- Have no outstanding financial obligations to either HEO, HEO Minor or the Registered District or Minor Hockey Association.
- Reside in Hockey Eastern Ontario Boundaries.
- Be eligible to represent Hockey Eastern Ontario, The Province of Ontario or Canada at the international level as outlined by the national sport governing body.

iii) Selection Process

Officials will be selected based on assessment of their performance at the following stages of the selection process:

- Pre-Season Certification Exam Grade
- Fitness Level
- On Ice skating Tests
- In season evaluations
- Minimum of two meetings to review/test rule knowledge
- Playoff assignments



iv) Selection Criteria

HEO has adopted the selection criteria set by Hockey Canada to rank and select officials according to their potential to impact key performance indicators at the national and international level.

Physical Characteristics and Capacity

- Aerobic Capacity, Skating Ability, Strength and Speed

Social/Emotional/Mental Fortitude

- Motivation and willingness to train (training and physical testing), Mental Toughness, keeping calm in stressful circumstances.

Hockey-Specific Skills

- Skating, Game Management, Communication Skills, Positioning, Decision Making, Rule Knowledge.

Work Ethic

- Demonstrate ability and willingness to work effectively and cooperate within a team environment
- Demonstrate ability to contribute to overall team cohesiveness and to communicate effectively with other officials on and off the ice

v) Officiating Selection Committee

The Officiating selection committee will comprise of:

- HEO Referee in Chief (Or Designate)
- HEO Minor Referee in Chief (for U13, U15, and U18 events only)
- HEO Director of Supervision
- Supervisor Advisory Group (3-5 Members)

vi) Appeal Process

Any Official has the right to appeal their non-selection. Appeals can only be made on the grounds that the published selection criteria were not followed directly.

An Official will have 72 hours from the time they were notified of selections (verbally or by email) to submit in writing (i.e. email) an appeal to the HEO Senior Operations Officer. The appeal must clearly indicate how the selection criteria were not applied correctly. At this time, the Senior Operations Officer may want to discuss the appeal with the appellant to ensure accuracy and clarity of the concerns. Should the appellant wish to proceed with the appeal, the Senior Operations Officer will strike



a panel to review the appeal. A \$250.00 fee from the appellant will be required prior to the panel meeting. The full fee will be refunded if the appeal is successful. Appeals will not be reviewed after the 72-hour window.

vii) Appeal Panel

A three (3) person appeal panel will be struck with one (1) member being an HEO Board member (when possible) acting as the Chair of the panel. The panel will review the information provided by the appellant either in-person or by conference call. The Senior Operations Officer may be present during this meeting only in a capacity to address any panel questions. The panel will attempt to meet within 48 hours of the appeal being received.

viii) Appeal Decisions

The panel will render one of the following decisions:

1. The selection process was not applied properly and requires corrective action be taken
2. Denial of the appeal

The Chair will be responsible for providing the decision of the panel with rationale by email to both the appellant and the Senior Operations Officer within 24 hours of the panel's meeting. Decisions of the panel are final.