

CHATTANOOGA AREA VOLLEYBALL OFFICIALS ASSOCIATION

2023-24 CAVOA APPLICATION, INFORMATION, INDEPENDENT CONTRACTOR'S AGREEMENT

NAME: _____ E-MAIL ADDRESS: _____

ADDRESS: _____ CITY: _____ STATE: _____ ZIP CODE: _____ COUNTY: _____

HOME PHONE: _____ WORK PHONE: _____ CELLULAR: _____

OCCUPATION: _____

NO. OF YEARS OFFICIATING VOLLEYBALL: _____ OTHER VOLLEYBALL AFFILIATIONS/Coaching/

Playing experience: (USA VOLLEYBALL, NCAA/NAIA VB, Recreation Leagues, Etc.) _____

CAVOA DUES ARE \$60.00. MAKE CHECKS PAYABLE TO CAVOA/Mail to CAVOA Treasurer:

Don Ziemer, 4903 Maywater Road, Ooltewah, TN 37363, 423-488-3590, drlziemer@aol.com

FOR OFFICE USE ONLY: \$ _____ CAVOA DUES RECEIVED ON: _____ CHECK # _____ BY: _____

I agree to serve as an independent contractor/volleyball official for the Chattanooga Area Volleyball Officials Association for the 2023-24 school year. I further acknowledge that I am not an employee of CAVOA or any of its members and by my signature below, I acknowledge that I have a full and complete understanding of my status as an independent contractor.

I further agree to indemnify and hold the Assigning Officer and the Executive Board members harmless for any and all liability for injury, accident or damages sustained by myself or any third party, as a result of my performance of my duties as an Independent Contractor/Volleyball Official.

I further agree that in the exercise of my duties that I shall carry my assignments out in accordance with those rules and mechanics as furnished to me by the NFHS, TSSAA, and CAVOA. Furthermore, for and in consideration of being utilized as an independent contractor/official, I hereby have received a copy of the Constitution and By Laws of the Chattanooga Area Volleyball Officials Association.

I acknowledge that CAVOA's Assigner only uses independent contractors to officiate volleyball matches. Furthermore, the Assigner will only use those independent contractors who have joined the TSSAA and CAVOA. For and in consideration of being utilized as an independent contractor/official, I understand that I am not guaranteed any specific number of matches, nor am I guaranteed a particular level of matches. That decision rests solely with the CAVOA Assigner/and/or CAVOA Training Chair. I understand that this ICA is for the 2023-24 volleyball year. As an independent contractor, I have no seniority, tenure, or other time-based benefits or assignments rights.

I further acknowledge that any assignments I receive are subject to cancellation/reassignment by the Assigning Officer upon whose sole judgment and discretion those decisions shall be made. If I choose to improve my rating level as a volleyball official, I may request a re-evaluation by the Training Chair/training team at any time during the current season.

I have read and understand this Independent Contractor's Agreement and agree to abide by it, as evidenced by my signature.

Official's Printed Name: _____

Signature: _____ Date: _____

CAVOA Code of Ethics & Professional Conduct

Code of Ethics and Professional Conduct: The primary role of the official is to insure equal opportunity and fair play for all participants. It is the responsibility of the official to provide judgments that are within the spirit and intent of the rules and protect the health and welfare of each participant within the rules that govern play.

1. Officials will be honest and respectful of others, uphold professional standards of conduct and accept appropriate responsibility for their behavior. Officials will not use abusive or foul language toward any participants when they are in an official capacity. Officials will not accept assignments from any other schools that would conflict with CAVOA assignments unless approved by CAVOA assignor. CAVOA has a “zero tolerance” policy for any offensive joke, statement or inference which is based or rooted in a constitutionally protected class including but not limited to matters of age, race, ancestry, color, disability, handicap, national origin, religious creed, gender or sexual orientation.

2. Officials will not engage in sexual harassment, which is defined as sexual solicitation, physical advances, verbal, or nonverbal conduct that is sexual in nature. Such behavior constitutes sexual harassment. Sexual harassment can consist of a single intense or severe act, or multiple persistent or pervasive acts.

3. The Code of Ethics and Professional Conduct is administered under the authority of the Chattanooga Area Volleyball Officials Association. All violations will be investigated and brought before the Ethics Committee for review. The Ethics Committee will determine and administer sanctions.

I have read the Code of Ethics and Professional Conduct and agree to abide by these provisions while representing CAVOA/TSSAA:

_____ Name _____ Date