

**NorCal Women’s Lacrosse Officials  
Policies and Guidelines  
CONDUCT POLICY ADDENDUM C  
NORCAL WOMEN’S LACROSSE OFFICIALS**  
<https://www.ncwlo.org/>

In accordance and in compliance with the “Discrimination, Harassment and Retaliation Prevention Policy”, “NorCal Women’s Lacrosse Officials Policies and Guidelines (Appendix A: NCWLO Ethical Behavior Grievance Form”; Appendix B: Official’s Acknowledgement of NCWLO Policies and Procedures), [USA Lacrosse Code of Conduct](#), [USA Lacrosse Code of Ethics](#), and the “Bylaws of the NorCal Women’s Lacrosse Officials” (“NCWLO”), a California Nonprofit Public Benefit Corporation, adopted herein as **CONDUCT POLICY ADDENDUM C**, the following policy is enacted as of **October 9, 2023**, is applicable to all NCWLO officials as of the enactment date.

**Officials as Independent Contractors and Application of Policies**

Whereas NCWLO officials “(official(s))” are independent contractors, their conduct is instrumental to the success of officiating league sporting matches. Officials are subject to the USA Lacrosse Code of Conduct, USA Lacrosse Code of Ethics, all NCWLO policies and procedures as relates to conduct, behavior, process, and reaction to reporting, discipline, and removal. Officials will be held to the highest standards as those of a player, coach, or similar NCWLO participant.

**Reporting**

Reporting of a violation of NCWLO policies named herein shall be taken seriously and handled by the NCWLO President or person with designated authority. Such reporting may lead to a suspension of game assignment(s) and an investigation. NCWLO may also be required to report to the local authorities and parents/guardian(s) depending on the conduct alleged. The NCWLO will notify the official(s) in writing of the suspension, investigation, and potential ban as determined by the investigation and/or NCWLO policies in the sole discretion of NCWLO.

**No Tolerance**

Should an investigation or court of law or arbitrator determine that official conduct violated an NCWLO policy, NCWLO follows a no tolerance application. No official will be allowed to be reinstated in the NCWLO’s sole discretion. Reinstatement may only occur by the President’s and full Board of Directors approval.

**Appeal Process through Arbitration**

Any dispute, claim or controversy arising out of or relating to this Agreement or the breach, termination, enforcement, interpretation or validity thereof, including the determination of the scope or applicability of this agreement to arbitrate, shall be determined by arbitration in

Northern California, **Solano County** before one arbitrator. Unless the parties agree otherwise in writing, the arbitration shall be administered by JAMS pursuant to its Comprehensive Arbitration Rules and Procedures pursuant to JAMS' Streamlined Arbitration Rules and Procedures. Judgment on the Award may be entered in any court having jurisdiction. This clause shall not preclude parties from seeking provisional remedies in aid of arbitration from a court of appropriate jurisdiction.

**Indemnification**

Official(s) agree(s) to protect, defend, hold harmless, and indemnify (collectively “Indemnify” and “Indemnification”) NCWLO, its subsidiaries, and its and their respective successors, assigns, directors, officers, employees, agents, and affiliates (collectively, “Indemnified Parties”) from and against all claims, demands, actions, suits, damages, liabilities, losses, settlements, judgments, costs, and expenses of or by a third party OR whether or not involving a claim by a third party, including but not limited to reasonable attorneys’ fees and costs (collectively, “Claim(s)”), actually or allegedly, directly or indirectly, arising out of or related to (1) any breach of any representation or warranty by official(s); (2) any breach or violation of any covenant or other obligation or duty of official(s) by NCWLO policy or under applicable law; (3) any third party Claims which arise out of, relate to or result from any act or omission of official(s); and (4) other categories of claims and losses, in each case whether or not caused in whole or in part by the negligence of official(s), or any other Indemnified Party, and whether or not the relevant Claim has merit.

**Signature of Official**

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**Date**

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Attachments: NCWLO policies.