

Adopted on 11/27/2025



Temple Basketball Official's Association
Sexual Harassment/Character and Inclusivity Policy

Adopted as of 11/27/2025

The Temple Basketball Officials Association (TBOA) embraces the value of diversity in its membership as well as with the schools we serve. Our desire is to (within reason) utilize the strength of uniqueness to facilitate a meaningful, growing athletic experience for the members of our chapter, the young men and women who are competing, the coaches who are working, and the various supporters of each category that is free from judgment or improper treatment.

To project the type of acceptance and stereotype-free experience mentioned, we recognize as an organization the need to lead that charge within our own association first. The TBOA recognizes the reality that every individual has the right to feel safe to express ideas that differ from those held by other members of the community. However, all people who aspire to be part of our organization must accept the responsibility to demonstrate civility and respect for the dignity of others. Recognizing that the proper balance between freedom of expression and respect for others is not always apparent or easy to achieve, we must continually challenge ourselves and each other in an atmosphere of mutual concern, goodwill, and respect.

Therefore, expressions or actions that disparage an individual's or group's ethnicity, gender, religion, sexual orientation, marital status, age or disability as well as acts of sexual harassment are contrary to the mission of the TBOA, and as such, any individual who commits such acts, intentionally or not, is subject to review by the TBOA Ethics Committee and the TBOA Board of Directors.

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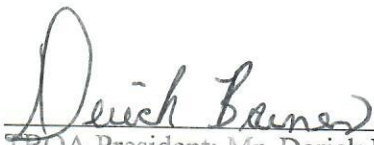
The TBOA Board of Directors (BOD or Board) has adopted this TBOA Sexual Harassment/Character and Inclusivity Policy beginning the 2025-2026 season. This policy may be revised as necessary by the Board, to conform to such needs as may arise. The intent of this policy is to provide the membership with the expectations and objectives of the membership in the service to the schools, the Chapter, and to basketball officiating in general.

It is the intent of the TBOA Board of Directors that all TBOA members adhere to this policy and that each member has access to it via digital or electronic means. Suggested revisions should be submitted to the President, in writing. This policy follows the Constitution & By-Laws in its structure and will be reviewed and reissued as required by the TBOA Board of Directors.

Copies can be obtained from the TBOA website at: TBOAREFS.COM or via email by member request through their respective Division Representative.

(NOTE: This document has 2 pages.)

Adopted/amended on: 11/27/2025 by majority vote of the TBOA Board of Directors.



TBOA President: Mr. Derick Barnes

Date:

1/5/2026