



# **CANADIAN ASSOCIATION OF WRESTLING OFFICIALS (CAWO)**

## **POLICIES & PROCEDURES**

March 2024

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## ARTICLE 1 - GENERAL

### 1.1 General Philosophy

The wrestling official exists to ensure that the participants act within the letter and intent of the laws governing the sport as interpreted by Wrestling Canada Lutte (WCL) as well as to help encourage and instill an attitude of determination and drive for competitive excellence while promoting a spirit of good sportsmanship. An official may be either an On-mat official or a Pairing Master or both, but they must earn their rankings independently for each category and may not do both duties at the same tournament. On-mat officials are to conduct a bout smoothly, efficiently, and in a manner compatible with the concept of "Total Wrestling," award points based on the actions of the wrestlers and ensure the safety of the wrestlers. Pairing Masters are to pair competitors according to the rules of WCL, and to facilitate the scheduling of the tournament to meet the requirements of the tournament committee.

### 1.2 Rules of Wrestling Within Canada

The Canadian Association of Wrestling Officials (CAWO) follows the approved WCL rules, based on UWW rules, and any addendum published and distributed by WCL. CAWO provides recommendations to the WCL Rule Book annually.

### 1.3 Code of Ethics

An Official shall not publicly criticize the actions or appearance of another official, agree with negative comments about another official, argue with coaches, wrestlers or spectators, publicly encourage or coach any athlete (during a competition), or let personal feelings affect the way the job is performed on the mat. CAWO and its members are subject to the WCL Code of Conduct & Ethics (CCE) which will be referenced where possible. Where an official believes that the actions of another official are inappropriate or against the Code of Conduct & Ethics, the official shall document the concerns and forward them to the President, or their designate. In rare circumstances, where an official is compelled by legal obligations to comment about the actions of another official in their capacity as a wrestling official, the official is required to first notify the Association and the other official, or officials, of the intention to do so.

Note: Any official who commits a flagrant violation of the CCE will be recommended for a demotion to a lower category by the Clinician of that tournament at which the incident occurs, or to the Executive Committee in situations not related to a Canadian Championship or Clinic.

### 1.4 Reporting & Sanctions

As WCL is a Program Signatory to the Office of the Sport Integrity Commissioner (OSIC), any allegation of maltreatment or other prohibited behaviour, as defined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), against a UCCMS participant of WCL (in this case, an official) must be filed directly with the OSIC: <https://sportintegritycommissioner.ca/report>. All such complaints or reports will then be addressed according to the policies and procedures of the OSIC. To have privileges as

a participant of WCL, Officials are required to complete, sign, and return the OSIC Informed Consent Form to: [info@wrestling.ca](mailto:info@wrestling.ca). If an Official elects not to accept these updated terms, they will be unable to participate in any WCL sanctioned activity as of December 1, 2022.

All other complaints or allegations of maltreatment or other prohibited behaviour against a non-UCCMS participant or other breaches of WCL's Code of Conduct will continue to be filed with WCL's independent third party – ITP Sport: <https://app.integritycounts.ca/org/itpsport>.

A participant who violates the WCL CCE may be subject to sanctions pursuant to the WCL Discipline & Complaints Policy (DCP). In addition to facing possible sanctions pursuant to the DCP, a participant who violates the CCE during a competition may be ejected from the competition or practice area and the participant may be subjected to sanctions pursuant to the policies of the event or competition host.

CAWO recognizes that WCL policies may change due to the development of the UCCMS and therefore, the most recent version of these policies posted on the WCL website will be considered the guideline to follow.

## 1.5 Tournament Responsibilities

Before the event, an official should arrive at the site well in advance of the starting time (no wrestler should have to wait for the official to appear), meet the off-mat personnel and ensure that they understand their duties and responsibilities, check the equipment and facilities to ensure that no elements are present which might cause injury, delay of the bout, or an unfair application of the rules, become familiar with the location of the medical facilities, pairing room, and the tournament director's area. After the event, an official is encouraged to discuss and analyze issues, situations, or circumstances, which arose during the event. This is done with a view to develop a better understanding of officiating and help all officials however and whenever possible to develop and improve everyone's knowledge, understanding, interpretation and the philosophy behind each rule.

## 1.6 Membership Responsibilities

### **1.6.1 MEMBERSHIP FEES & FINANCIAL OBLIGATIONS**

All members (provincial/territorial and individual) must pay the required annual dues of the association. Officials will pay these dues directly to their Provincial/Territorial Officials' Association, which will redirect these fees to the CAWO Secretary-Treasurer. Until amended by either the Executive Committee or by the Governing Body, the fees are set at \$85 for provincial/territorial association membership, \$85 for individual membership, and an additional \$150 for individual members having a UWW license. Aspirant fees for the first year of membership are set at \$50.

The \$50 dues for Aspirant officials will be billed to the corresponding provincial association on the following year's annual invoice from CAWO. Officials who let their membership lapse and wish to reapply for membership in the association will start at the level of national aspirant. As part of the annual registration process, each Provincial/Territorial Association is responsible for submitting a list of officials (including addresses, telephone numbers, and E-mail addresses) to the Secretary/Treasurer within the specified guidelines. The secretary-treasurer will produce an invoice for all aspirant, national and

international dues in the beginning of each season. It is the responsibility of the provincial officials' organizations (if applicable) to review for accuracy and advise the CAWO Secretary-Treasurer if there are and discrepancies or changes required.

Until amended by either the Executive Committee or by the Governing Body, an early payment reduction of \$25 will be applied to membership fees and registrations received by January 1 of that year.

See Sections 1.6.4 and 3.2.2 for funding formulas and invitation criteria to the annual Governing Body Meeting and/or to the Senior Canadian Championships.

Any members (provincial/territorial or individual) having any outstanding amounts not received by the Secretary/Treasurer by the later of 30 days from the invoice/notification date, or by March 1, will:

- not receive funded travel to the Canadian Championships (Senior, Junior, Cadet) and/or to the annual Governing Body Meeting.
- Result in the immediate suspension of membership privileges including:
  - Participation at the Canadian Wrestling Championships (Senior, Junior, Cadet)
  - Attendance at the annual Governing Body Meeting
  - Sanctioning for international travel / tournaments

Notwithstanding the above, privileges, except funded travel, can be restored, if payment in full is received by the Secretary/Treasurer, at least 30 days prior to the Annual meetings or to the Senior Canadian Championships, as may be applicable.

### **1.6.2 ATTENDANCE REQUIREMENTS**

Each national official must attend a minimum of one national control (grading) tournament a year.

Both National A and National AE officials must attend at least one Canadian Championship every two years.

In addition, National AE Officials must also attend the Canadian Championships (Senior, Junior, Cadet) at least once every three years.

CAWO Officials must attend at minimum one control tournament during the year, failure to do so will result in a demotion of one grade. Officials must attend a control tournament in the subsequent year or will be demoted by another grade. The only exception to the above, is in the case of a pairing master, where the pairing master is only required to work a national control tournament every two years (or be the clinician).

CAWO includes the U SPORTS Championships, Canada Summer Games and U23 & Senior non-Olympic World Team Trials as Canadian Championships and affords those members who attend this event the same credit as the other national clinics already listed in this article.

To receive credit for a tournament, the official must attend the entire clinic, and the entire event including both styles where applicable. If an official does not attend the clinic, the official will NOT receive credit, and does not work the finals. In the case of an act of God where an official misses the clinic, they will still

be eligible to work the tournament, including the finals, and will count for the purposes of provincial quotas, and in fulfilling their Canadian Championship attendance requirements.

At Canadian Championships, this includes officiating at the Freestyle and Greco-Roman Events. Officials will be obligated to make their travel arrangements with consideration to the end of the Greco-Roman event. However, officials are not expected to incur an additional day to meet this commitment. Where an official has booked the last flight that will have them return to their place of residence by 11:59 PM of the last day of the championships, and has the prior approval of the CAWO VP National, the official will be allowed to leave prior to the end of the Greco-Roman event. They will be given credit for the event.

In the case an official has evidence of extenuating circumstances preventing them from complying with the above obligations, they must apply to be excused to the VP National and will be subject to approval/denial by the CAWO Executive.

### **1.6.3 MEMBERSHIP BENEFITS**

All new officials will receive a letter welcoming them to CAWO.

Correspondence issued by the CAWO Executive will be sent to the Regional Director / Delegates to disseminate to the membership of national officials in a manner appropriate with their provincial guidelines. Newsletters with time-urgent information or request for information from a member may be sent directly to the individual / membership.

Benefits of being a CAWO member includes:

- Access to Executive Committee correspondence and being kept informed of the activities of the association,
- Privilege of officiating Canadian Championships,
- Potential funding assistance,
- Eligibility to attend UWW tournaments subject to meeting the requirements,
- Opportunity to contribute to the sport at the national and international levels,
- Prestige of earning a national rating, and,
- Recipient of benefits and services of the Governing Body and CAWO Executive, clinicians and working committees, and membership (and therefore a voice) in WCL.

Various programs are funded by CAWO, which are designed to foster the development of officiating within Canada. The number of programs offered by CAWO is determined by the Governing Body or the Executive (annually), and funds must be utilized within the next 18 months by the selected official. Contact CAWO for a listing of the current bursary programs offered.



#### **1.6.4 GOVERNING BODY FUNDING TO ANNUAL GENERAL MEETING**

CAWO shall support representation to the Annual general meeting. Full funding of transportation will be provided to all Regional Directors as per the CAWO Bylaws. In all cases, transportation will be by the lowest possible economy airfare, or equivalent.

See Section 1.6.1 for financial obligations of provincial/territorial members.

### **1.7 Abuse of Officials**

Coaches, wrestlers and officials are all involved to promote the sport of wrestling. Therefore, officials cannot be expected to tolerate abusive or un-sportsmanlike behaviour by wrestlers, coaches, or anyone closely involved in the sport. Anyone not adhering to this philosophy shall be subject to the rules as defined within the WCL Code of Conduct & Ethics, and Discipline & Complaints Policy. After such action has been taken, the referee must (at the earliest convenience) submit report or reports to the OSIC or ITP Sport as outlined about in section 1.4 Reporting and Sanctions.

CAWO recognizes and supports a sport environment free of harassment and which provides for equal opportunity for all of its members. This environment shall include but is not limited to: all meetings of the Association, communication between officials, national wrestling tournaments including the venue and associated receptions and social functions. The Association will not accept or tolerate any form of harassment and shall take necessary steps to protect its members for harassment which is based on race, ancestry, religion, sex, or sexual preference, disability, age or other forms as set out in either the WCL CCE, the various provincial human rights codes or the Canadian Charter of Rights and Freedoms. Behaviour by officials including comments and/or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or groups of individuals, shall not be tolerated by CAWO.

Where a member has been harassed by a participant of WCL, the complaint or report will be addressed according to the policies and procedures of the OSIC or ITP Sport, as appropriate. CAWO recommends that the provincial associations adopt a similar policy – the Head Official at all tournaments governed by provincial associations will file a report with the provincial association, who will forward a copy to the WCL Technical Director for disciplinary records.

## **ARTICLE 2 - NATIONAL DEVELOPMENT**

### **2.1 Description of Canadian On-Mat Rating System**

#### **2.1.1 NATIONAL ASPIRANT ON-MAT (“ASP”)**

This provincial official has earned and received the sanction of their provincial association to attend a national upgrading clinic and tournament. This official may referee at the Canadian Wrestling Championships (U19, U17, U15) if they have previously attended a national upgrading clinic during that year and have received a recommendation for the “CAN C” rating at such an upgrading clinic.



### **2.1.2 CANADA C ON-MAT (“CAN C”)**

This is an acceptable level of officiating for the national level; but this person still requires considerable guidance and would not feel comfortable with a high-pressure final match. A CAN C may officiate at any national control tournament and at the Canadian Wrestling Championships (U19, U17, U15) (Freestyle & Greco), and is eligible for upgrading at any of these tournaments.

Promotion to CAN C Criteria:

- Recommendation for promotion at one national clinic with no recommendation for demotion.

Demotion Criteria:

- After recommendation for demotion from a Canadian Wrestling Championships (U19, U17, U15),
- After two recommendations (by different clinicians) for demotion from consecutive national clinics, in the same season
- After two recommendations (by different clinicians) for demotion without a recommendation for promotion or maintain (may occur in multiple seasons), or,
- After two recommendations (by the same clinician) for demotion from two separate years without a recommendation for promotion or maintain.

### **2.1.3 CANADA B (“CAN B”)**

This is a solid official who is deemed to be able to handle difficult situations but requires more activity at the senior level. A CAN B may officiate at any national grading tournament and at the Canadian Wrestling Championships (U19, U17, U15) Canadian Wrestling Championships (Junior, Cadet). A CAN B is eligible for upgrading at any of the tournaments through the recommendation of a Clinician preferably at a Canadian championship but not exclusively, at the Canadian Wrestling Championships (Junior, Cadet).

Promotion to CAN B Criteria:

- At the Canadian Wrestling Championships (U19, U17, U15), or,
- After two recommendations for promotion within a wrestling season at a national clinic with no recommendation for demotion.

Demotion Criteria:

- After two recommendations (by different clinicians) for demotion from consecutive national clinics, in the same season,
- After two recommendations (by different clinicians) for demotion without a recommendation for promotion or maintain (may occur in multiple seasons), or,
- After two recommendations (by the same clinician) for demotion from two separate years without a recommendation for promotion or maintenance.

### **2.1.4 CANADA A (“CAN A”)**

This official now has experience at the senior level and has demonstrated poise and good judgment in virtually all situations, with the confidence and maturity to handle the most difficult matches at the senior level. This category means that after this official has attended at least one Canadian Wrestling Championships (Senior, Junior, Cadet) including Freestyle and Greco-Roman, they are eligible to obtain

CAWO endorsement to join UWW and represent Canada at international tournaments. A CAN A may officiate at any national control tournament and at any Canadian Wrestling Championships.

Promotion to CAN A Criteria:

- At the Canadian Wrestling Championships (Senior, Junior, Cadet), or,
- After three consecutive recommendations for promotion in a season, one of which must either be from an out of province clinic or the Canadian Wrestling Championships (U19, U17, U15).

Demotion Criteria:

- After two recommendations (by different clinicians) for demotion from consecutive national clinics, in the same season,
- After two recommendations (by different clinicians) for demotion without a recommendation for promotion or maintain (may occur in multiple seasons), or,
- After two recommendations (by the same clinician) for demotion from two separate years without a recommendation for promotion or maintain.

### **2.1.5 CANADA AE (“CAN AE”)**

In addition to being proficient at all duties of a CAN A, this category is reserved for Senior officials who are judged by their peers to be exceptional in leading, teaching and mentoring fellow officials. Promotion to this level must be done by application. Applicants must apply by filling out and submitting an application to the VP National prior to December 31<sup>st</sup> of the season they wish to apply.

Promotion Criteria:

- Applicants must meet the following criteria:
  - Official in good standing with CAWO.
  - A CAN A official for a minimum of 3 years without receiving any recommendations for demotion during this time.
  - Clinician/Head official or apprenticed as a clinician/head official at no less than 4 provincial tournaments.
  - Must attend the Canadian Wrestling Championships (U19, U17, U15) following application in order to be evaluated and considered for AE promotion.
- Candidates who meet the above criteria will have their application forwarded by the VP National to the annual Tier 1 Clinicians meeting for consideration. Applicants must attain a recommendation for promotion by a ¾ majority in attendance to be successful.

Demotion Criteria:

Demotion will occur where a demotion recommendation occurs:

- At a single Canadian Wrestling Championships (Senior, Junior, Cadet) (attended by the official) on recommendation of a ¾ majority of Tier 1 Clinicians also in attendance,
- At a Canadian Wrestling Championships (Senior, Junior, Cadet) where the official has not met the criteria for CAN AE,
- After any three recommendations for demotion at clinics in the past two seasons (by at least 2 different Tier 1 Clinicians),
- After 2 consecutive seasons without working as a head official/clinician, or,

- Where the official is no longer in good standing with CAWO.

## 2.2 Description of Canadian Pairing Rating System

### **2.2.1 NATIONAL ASPIRANT PAIRING (“ASP PAIRING”)**

This provincial official has earned and received the sanction of their provincial association to attend a national upgrading clinic and tournament. This official may work at the Canadian Wrestling Championships (U19, U17, U15) if they have previously attended a national clinic during that year and have received a recommendation for the PM-C rating at such an upgrading clinic.

### **2.2.2 CANADA C PAIRING MASTER (“PM-C”)**

This is a Pairing Master, who is proficient at all supportive functions in the pairing room, such as drawing and setting up pairing sheets, writing bout sheets, recording match results and posting wall charts. All national Pairing Masters must also demonstrate the ability to draw a tournament without the use of computer aid. A PM-C may function as a PM at any national control tournament or as an assistant at a national championship. A PM-C is eligible for promotion at any national grading tournament (under the direction of a PM clinician).

Promotion to PM-C Criteria:

- Recommendation for promotion at a national championship by a Tier 1 or Tier 2 clinician with no recommendation for demotion.

Demotion Criteria:

- After one recommendation for demotion at a Canadian Wrestling Championships (U19, U17, U15),
- After two recommendations (by different clinicians) for demotion at consecutive national clinics in one season,
- After two recommendations (by different clinicians) for demotion without a recommendation for promotion or maintain (may occur over multiple seasons), or,
- After two recommendations (by the same clinician) for demotion from two separate years without a recommendation for promotion or maintenance.

### **2.2.3 CANADA B PAIRING MASTER (“PM-B”)**

In addition to being proficient at all duties of a PM-C, this official must be capable of training assistants at tournament clinics, demonstrate knowledge of the rules and disciplines of proper pairing, and be able to direct the total pairing process of one age group at a national control tournament including pairing, bout sheet control and correct placement of all contestants. A PM-B is eligible for promotion at any national grading tournament (under the direction of a Tier I PM clinician).

Promotion to PM-B Criteria:

- At the Canadian Wrestling Championships (U19, U17, U15), or,
- After two recommendations for promotion at a national clinic by a Tier 1 or Tier 2 clinician with no recommendation for demotion, one of which must be from a Canadian championship.

Demotion Criteria:

- After one recommendation for demotion at a Canadian Wrestling Championships (U19, U17, U15),
- After two recommendations (by different clinicians) for demotion at consecutive national clinics in one season,
- After two recommendations (by different clinicians) for demotion without a recommendation for promotion or maintain (may occur over multiple seasons), or,
- After two recommendations (by the same clinician) for demotion from two separate years without a recommendation for promotion or maintenance.

#### **2.2.4 CANADA A PAIRING MASTER (“PM-A”)**

In addition to being proficient at all duties of PM-B, this official should be capable of controlling the entire pairing room at a national championship. This includes the direction of all assistants with positive leadership and communication skills and familiarity with rules and disciplines necessary to conduct a national championship. A PM-A should be independent and proficient in using the computer draw software which includes tournament set up, registration, scheduling, data entry and paperwork/results generation. This official should demonstrate the ability to control the flow of an entire tournament, including the paper flow and all personnel in conjunction with staging, floor management and tournament control. All UWW tournaments in Canada will have a PM-A (minimum) assigned as the Head PM by CAWO.

Promotion to PM-A Criteria:

- At the Canadian Wrestling Championships (Senior, Junior, Cadet), or,
- After two consecutive recommendations for promotion by a Tier 1 clinician at a national championship (does not need to be in the same year), with no recommendations for demotion.

Demotion Criteria:

- After one recommendation for demotion at a Canadian Wrestling Championships (U19, U17, U15),
- After two recommendations (by different clinicians) for demotion at consecutive national clinics in one season,
- After two recommendations (by different clinicians) for demotion without a recommendation for promotion or maintain (may occur over multiple seasons), or,
- After two recommendations (by the same clinician) for demotion from two separate years without a recommendation for promotion or maintenance.

### **2.3 Evaluation Procedure and Grading Philosophy**

The intent of all evaluation is to fairly and consistently evaluate officials with a focus on learning. The evaluator should emphasize the strong points observed and, through discussion of errors, help the official recognize and improve in areas of weakness. Each evaluator should discuss their evaluation in detail with the officials. All initial evaluations will be conducted by a qualified CAWO Clinician.

The philosophy of CAWO is to promote officials as soon as they meet the criteria and demote officials who cannot repeat or maintain that level of performance. This also illustrates the need to maintain the honesty and integrity of the grading system, which is designed to recognize performance and not seniority. Recognizing the level of commitment that all officials (especially CAN A and CAN AE) have devoted to the

sport, a decision to demote an official shall not be taken lightly. If a demotion is warranted, it should be followed through to maintain the integrity of the evaluation system. Officials, who are demoted, should be given every opportunity to be promoted in the future. UWW officials demoted to a CAN B rating will have their UWW license suspended.

While various tournaments are used for grading purposes, CAWO members must remember that the National Championships are selection tournaments for the UWW Senior and Junior World Championships and Olympic Games. It is essential that athletes receive the highest level of officiating at these tournaments.

The traditional progression will normally be C to B to A, but in extenuating circumstances and only if the official has attended two (2) national clinics during that year (one of which must be a national championships), the progression may be accelerated.

All officials must attend at least one national control tournament per year, under the supervision and evaluation by the assigned CAWO clinician. In order for officials to receive credit for a control clinic, they must be present at the entire clinic and work the corresponding tournament including the Greco Roman portion if applicable.

Tournaments vary in the calibre of matches, and some are not able to sufficiently test officials for promotion. It is recommended that all officials aspiring for promotion attend a Canadian Wrestling Championships. To assist the VP National in making a recommendation to the CAWO Executive Committee, it is acceptable for the clinician to attach 'plus' or 'minus' grades for exceptionally strong or borderline recommendations. In addition, clinicians may give 'conditional' recommendations (a conditional recommendation signifies that the clinician will support an official's promotion only if they also receive another recommendation at a later tournament). In cases where an official has received different recommendations during the year, there is no formula to determine a final rating, but generally, the following principles apply:

Canadian Wrestling Championships are preferred to other tournaments as a better testing ground for officials. Tournaments later in the year are more reflective of the official's development. The recommendations of Tier 1 clinicians will generally be weighted higher than Tier 2 clinicians. Bouts with senior athletes are generally more difficult to officiate than junior, which are more difficult than U17/U19/U15.

## **ARTICLE 3 - NATIONAL CONTROL TOURNAMENTS AND CHAMPIONSHIPS**

### **3.1 National Control Tournaments**

These tournaments are designated and distributed annually. WCL has established tournament guidelines for officials (including fees, travel allowance, and provisions for meals) for national championships and tournaments (see Tournament Contract). The Organizing Committee shall ensure the provision of three qualified officials per mat, plus a certified pairing master. The Head Official should be a CAN AE or the most senior ranked official in attendance. Organizing Committees of national grading tournaments are

responsible for expenses of a Head Clinician (excluding honorarium). Provinces are encouraged to negotiate some form of compensation. If the tournament is also a UWW clinic, the officials' fees may go towards the cost of the UWW delegate.

## 3.2 Canadian Championships

### **3.2.1 GENERAL ASSIGNMENT OF OFFICIALS**

Officials will be sanctioned by their individual provincial associations based on provincial criteria and subject to the minimum ratings required for a given event. Unless specifically noted elsewhere, all costs will be borne by the individual officials and/or their provincial associations. For the Canadian Wrestling Championships (U19, U17, U15), Canadian Wrestling Championships (U23 & Sr, Jr GR) & World Team Trials (Sr. Non-Olympic Weights) and Canadian Wrestling Championships (Senior, U20-Junior, U17-Cadet), every province must send provincially funded On-mat and PM officials as per the athlete/official ration requirements listed in Table 1, 2 and 3 (See section 3.2.3 – Canadian Wrestling Championships (U19, U17, U15) and Canadian Wrestling Championships (Senior, Junior, Cadet)). This policy has been designed by WCL, and supported by CAWO, to protect the competitors and to promote the development and improvement of provincial officials. Should a province not comply with these guidelines, they will be fined \$1,500 per missing official. Any money collected from this fine will be shared between the participating provinces, based on the number of officials taking part. It is CAWO policy that at National Championships, officials be allowed to referee bouts involving athletes from their own province, but it is also acceptable to decline any bout if, for any reason, he/she does not wish to be involved.

### **3.2.2 CANADIAN WRESTLING CHAMPIONSHIPS (SENIOR, U20-JUNIOR, U17-CADET)**

WCL is responsible for return transportation, meals, accommodations, and Honoraria for:

On Mat Clinician (1);  
On Mat Head Official (2);  
Head Pairing Master (1); and  
Pairing Master Clinician.

One Tier 1 official will be selected as the Head Official, one Tier 1 PM as the Pairing Master Clinician, one Tier 1 Clinician to serve as the On-mat Clinician and one PM (minimum Tier 2) as the head Pairing Master. Other officials will also be invited by CAWO Executive to participate.

The organizing committee is responsible for the meals and accommodation of the assigned Clinicians and Head Officials. The meal and accommodation expenses for the On-mat officials, Pairing Masters and the other invited officials are borne by their provincial association. Only National A and AE officials are permitted to work as On-mat officials at the Senior Championships, unless otherwise invited by head official/clinician.

The Senior Championship will normally be designated as the site of CAWO Annual General Meeting. The Regional Directors of the Governing Body will attend the Senior National Championships for the Annual General Meeting. CAWO Executive Committee will also attend the Senior National Championships to complete the yearly business of the association. In addition, up to 6 Tier I Clinicians/additional officials as

may be designated by CAWO to ensure both quality and geographical representation shall also attend the Senior Nationals. For these individuals, the WCL/CAWO will provide return economy (low cost) transportation for each invited official. Invited individuals will ensure that airfares are at the lowest possible cost and they are encouraged to book flights with the WCL Office a minimum of 6 weeks in advance.

At the Junior Championships, the host Organizing Committee is responsible for return transportation, meals and accommodations for two Tier 1 clinicians to serve as Head Official and on-mat clinician.

### **3.2.3 CANADIAN CHAMPIONSHIPS (U19/U17/U15) CHAMPIONSHIPS**

WCL is responsible for return transportation, meals, accommodations, and Honoraria for:

On mat Clinician (1);  
On mat Head Official (3);  
Head Pairing Master (1); and  
Pairing Master Clinician (1).

The On-Mat Clinician and Head Officials shall be Tier I Clinicians. The Pairing Master Clinician shall be a Tier 1 PM Clinician. The Head Pairing Master shall have a minimum rating of CAN A Pairing Master.

Each provincial association must send a predetermined number of on-mat officials based on the minimum requirements listed in the tables below. Individual provinces may send more officials than required and CAWO ratings may be higher. Officials assigned by CAWO (ie. Clinicians and head officials) are not included in the number of officials that each province must send to these tournaments. In the event that a province does not have officials of the required rating to meet the requirements of the Officials quotas, then they shall send their most qualified officials that meet the minimum requirements.

### **3.2.4 CANADIAN WRESTLING CHAMPIONSHIPS (U23 & SENIOR, JUNIOR GRECO-ROMAN) & WORLD TEAM TRIALS (SENIOR NON-OLYMPIC WEIGHTS)**

WCL is responsible for return transportation, meals, accommodations, and Honoraria for:

On mat Head Official (1);  
Head Pairing Master (1);  
Assistant Pairing Master (1); and  
Two (2) designated (Canada AE) On Mat Officials.

The On-Mat Head Official shall be a Tier I Clinician. The Head Pairing Master and Assistant Pairing Master shall have a minimum rating of CAN A Pairing Master.

Each provincial association must send a predetermined number of on-mat officials based on the minimum requirements listed in the tables below. Individual provinces may send more officials than required and CAWO ratings may be higher. Officials assigned by CAWO (ie. Clinicians and head officials) are not included in the number of officials that each province must send to these tournaments. In the event that a province



does not have officials of the required rating to meet the requirements of the Officials quotas, then they shall send their most qualified officials that meet the minimum requirements.

**Table 1:**

Referee quota for the Canadian Wrestling Championships (Senior, U20-Junior, U17-Cadet). The referee quota is selected based on the age category with the highest number of registered athletes per province. Age categories include both freestyle and Greco-Roman athletes.

# of Athletes	# of Officials	Minimum Official's Ranking				
		AE	A	B	C	ASP
1-5	0	0	0	0	0	0
6-10	1	0	0	1	N/A	N/A
11-20	2	0	1	1	N/A	N/A
21-30	3	1	1	1	N/A	N/A
31-40	4	1	1	2	N/A	N/A
41-50	5	1	2	2	N/A	N/A
51-70	6	2	2	2	N/A	N/A
71-90	7	2	2	3	N/A	N/A
91-110	8	2	3	3	N/A	N/A
111-130	9	2	3	4	N/A	N/A
131-150	10	2	4	4	N/A	N/A
151-175	11	2	4	5	N/A	N/A
176-200	12	2	5	5	N/A	N/A

Note: Each province is only allowed to use 1 pairing master towards the quota. Provinces are required to send 1 additional referee per 25 athletes over 200.

**Table 2:**

Referee quota for the Canadian Wrestling Championships (U19, U17, U15). The referee quota is selected based on the total number of registered athletes per province.

# of Athletes	# of Officials	Minimum Official's Ranking				
		AE	A	B	C	ASP*
1-5	0	0	0	0	0	0
6-10	1	0	0	0	0	1
11-20	2	0	0	0	1	1
21-30	3	0	0	1	1	1
31-40	4	0	1	1	1	1
41-50	5	0	1	1	1	2
51-60	6	0	1	1	2	2
61-80	7	0	1	2	2	2
81-100	8	0	2	2	2	2
101-120	9	1	2	2	2	2
121-140	10	1	2	2	2	3
141-160	11	1	2	2	3	3
161-180	12	1	2	3	3	3
181-200	13	1	2	3	3	4

Note: Each province is only allowed to use 1 pairing master towards the quota. Provinces are required to send 1 additional referee per 25 athletes over 200.

\*Asp must have attended another national grading clinic prior to the National Championship clinic and have been recommended for a CAN C.

**Table 3:**

Referee quota for the Canadian Wrestling Championships (U23 & Senior, Junior Greco-Roman) & World Team Trials (Senior Non-Olympic Weights). The referee quota is selected based on the total number of registered athletes per province.

# of Athletes	# of Officials	Minimum Official's Ranking		
		AE	A	B
1-5	1	0	1	0
6-20	2	0	2	0
21-35	3	0	2	1
36-50	4	0	3	1
50 or more	5	0	3	2

Note: Each province is only allowed to use 1 pairing master towards the quota.

### **3.2.5 U SPORTS CHAMPIONSHIPS**

WCL provides travel and the host organizing committee provides honoraria for officials. The host provides meal per diems and accommodations for On-mat officials and Pairing Master, and on-site travel (including transportation to and from the venue, hotel and airport.) Only National A and AE officials are invited to work this event as on-mat officials. Invited participants are selected by the VP National and ratified by the Executive. Travel for all named officials is to be coordinated through the WCL office or designated travel agent.

### **3.2.6 CANADA GAMES**

Travel, meals and accommodation are paid through Sport Canada. WCL has set a minimum standard of six National A officials. CAWO VP National will try to ensure an adequate mix of A and B officials once this minimum standard is met, based on nominations from the Provincial Official Association. Provinces may be asked to adjust their initial nomination. The officiating team will consist of 1 Head Official/Clinician, 1 Pairing Master/Clinician, and 4 officials per mat. Official assignments are based on 1 per province (as per qualifications) and remainder from the host province (more from host province if there are cancellations). This is a unique tournament and provincial representation is critical, for provincial development purposes. All tickets must be booked through the WCL Office.

### **3.2.7 CANADIAN TEAM TRIALS OFFICIATING TEAM SELECTION PROCESS**

Goal:

To identify the officiating team for the Canadian Team Trials in consultation with key stakeholders. CAWO will provide WCL with the best qualified officials at the current time of the trials and utilize United World Wrestling rankings to rank these officials. Above all, the process must be athlete centered with their best interests at hand.

Rationale:

- It is understood that referees with a UWW ranking are active international officials and have the most experience with current rule interpretations.
- As referees attain UWW promotions, it is understood that these officials are considered some of the best officials internationally and have plenty of high-level experience domestically and internationally.
- Referees that meet their UWW requirements may conflict with domestic requirements when representing Canada on the international stage.

Officiating Team Selection:

The selection of officials will be made in order, as follows, until the required number of officials are attained:

- UWW 1S
- UWW 1
- UWW 2
- UWW 3 & CAN AE

The most current UWW List of Referees will be used at the time of selection.

Officials will be selected level by level until all spots have been filled. (ie. All UWW 1S officials will be selected before the selection of UWW 1 officials. All UWW 1 officials will be selected before the selection of UWW 2 officials.)

If there are more officials at one rank than required, a list of all the qualified officials will be provided and a selection will be made for the remaining spots. This selection will be made by the CAWO Tier 1 Clinicians and the UWW 1S prior to the Canadian Team Trials.

The officiating team will consist of the total number of officials needed, a head official, plus two alternates. The head official will be selected from the highest ranking official(s) in attendance.

If any of the selected officials become a member not in good standing with WCL, CAWO, or UWW, their position will be revoked and given to the first alternate. A new alternate will be selected.

Once this selection is complete, the officiating list will be published.

### ***3.2.8 CAWO SUPPORT TO DEVELOPING REGIONS***

CAWO policy is that the expenses for national clinicians are the responsibility of the host province. In exceptional circumstances, where there is a demonstrated need for an out-of-province clinician, CAWO may provide a grant of up to \$750.00 per year in aggregate, to fund travel and accommodations. This grant may be split between two national grading tournaments. The region is responsible for any cost overrun and must pay for meals and honoraria. The request must include the name of a prospective clinician, a prioritized list of alternates, and be received by the VP National at least 60 days prior to the event. All clinician assignments and funding amounts must be approved by the VP National.

### ***3.2.9 CAWO EXPECTATIONS AT A NATIONAL TOURNAMENT***

The CAWO Executive should ensure National Tournament Organizers and National Championship Organizing Committees provide meals for officials. A meal/snack must be provided for the longer sessions. A banquet ticket should be given to each official should there be a banquet. Ground transportation to and from the airport and before and after each session will be provided. Transportation for the event will be provided for officials up to two days prior to the event and one day after the event. A lockable change room will be provided at the competition site. The organizing committee will provide sufficient volunteers/workers to ensure the success of the tournament.

### ***3.2.10 SELECTION OF CLINICIANS AND HEAD OFFICIALS***

Clinicians, Head Officials and Pairing Masters will be assigned based on the general principle of using the closest available person qualified to work in these capacities with consideration given to fair division of assignment opportunities.

## **ARTICLE 4 – CAWO CLINICIAN PROGRAM**

### **4.1 Clinician’s Training Program**

CAWO clinicians are responsible for conducting clinics to fairly evaluate and promote officials and for providing rule interpretations to coaches and wrestlers. CAWO governing body based on the recommendation of the VP National selects clinicians. Clinicians are selected based on both their ability to perform as well as their ability to teach. Generally, the number of clinicians is self-limiting, based on need. Every clinician may not be selected to lead a grading clinic each year, but an assignment will normally be at least once every two years. Tier 1 clinician training includes a program by which Tier 2 clinicians may participate in presenting portions of the Canadian Wrestling Championships (U19, U17, U15) and Canadian Wrestling Championships (Senior, Junior, Cadet) clinics under the supervision and guidance of a Tier 1 clinician assigned to those tournaments. The VP National is responsible for ensuring that the clinicians have received the new rule interpretations that will be in effect in accordance with WCL. The list of grading tournaments is to be distributed by the VP National each year. Annually, the VP National will distribute clinician rating forms to Tier I and II clinicians prior to the first national clinic after October 1<sup>st</sup>.

### **4.2 Qualifications and Responsibilities of Clinicians**

Given the very different needs of on-mat officials and the pairing masters, separate clinicians will be used for on-mat clinics and pairing clinics. In addition, both groups will have two levels of clinicians to reflect the need for different clinic levels, and to provide developmental training.

#### **4.2.1 ON MAT TIER 1 CLINICIANS**

These officials are able to act as either the head official or clinician at a national championship, and are responsible for recommending promotions to CAN A at a national clinic and CAN AE at the Canadian Wrestling Championships (U19, U17, U15) as well as the annual Tier 1 Clinicians Meeting.

Promotion Criteria:

- Must be a CAN AE official for a minimum of five years.
- Must be an existing Tier 2 clinician.
- Must have been a Tier 2 clinician for a minimum of two years.
- Must be an active UWW official for a minimum of three years and attained a minimum level of UWW II.
- Must have apprenticed under a Tier 1 clinician at no less than 2 national championships
- Must have attended the last 2 consecutive Senior National Championships.

Tier 1 Maintenance Criteria:

In addition to the criteria required to maintain UWW II ranking and CAN AE ranking, Tier 1 clinicians must also accept a National Championship assignment once every 2 years if assigned. Where extenuating circumstances prevent an official from doing so, a written application for excusal must be submitted to the VP National prior to the Senior Championships for consideration of CAWO Executive. Where a Tier 1 clinician is forced to retire from UWW as an active official due to age, the Tier 1 clinician status may be retained if:

- The individual attends one UWW clinic and observes the related event each calendar year and provides adequate verification of their attendance to the VP National.
- Extension of the Tier 1 status is endorsed by a ¾ majority of the remaining Tier 1 clinicians in attendance at the annual Tier 1 Clinicians Meeting.
- Extension of the Tier 1 status is endorsed by a majority of the CAWO Executive at their annual meeting.

The above-mentioned extension may be granted for a maximum of four years from the time the official is retired from the UWW active list and extensions will be re-evaluated annually. Extensions will be revoked if the official is unable to retain a CAN AE category.

Process:

- VP National identifies the need for a Tier 1 nomination
- Current Tier 1 clinicians are polled for feedback on each Tier 2's potential prior to the annual meeting of CAWO Executive.

They will consider, among other things:

- The official's commitment to being a clinician and an official.
- Respect from other officials as a leader, teacher and mentor – can they relate the rules to others who share their high ranking.
- Official's performance as a Tier 2 clinician.
- Have they participated in the apprentice program? What were the results of their evaluation?
- Unlike Tier 2, regional needs do not factor as much into the promotion to the Tier 1 level. The best individual for the job should come out on top regardless of geography.

Duties:

- Will be assigned to act as either clinician or head official at the national championships.
- Will participate in the selection of AE candidates and will teach and evaluate apprentice clinicians present at the events.

#### **4.2.2 ON MAT TIER 2 CLINICIANS**

These officials are able to act as the head official or clinician at a national grading clinic and are responsible for recommending promotions to CAN A at a national grading clinic.

The VP National identifies the need for a Tier 2 clinician based on regional needs. Tier 1 and/or Tier 2 clinicians are polled for potential candidates prior to the annual CAWO Executive meeting. In addition to maintaining a CAN AE category these officials must show willingness to accept assignments to national grading tournaments and should be working regularly as a head official or clinician at national grading tournaments. Inactive clinicians will be identified by the VP National and evaluated by CAWO Executive.

#### **4.2.3 CLINICIAN REVIEW**

An annual review of clinicians will be conducted by the VP National at the conclusion of the national championships and submitted to CAWO for evaluation. After evaluation those officials that CAWO determines are no longer performing as a clinician will be given a warning. If the behavior/inactivity continues these clinicians may be demoted at CAWO's discretion. As part of the review the VP National will identify inactive clinicians and may request written documentation from those clinicians explaining

their inactivity. These documents along with any written concerns/complaints submitted against a clinician or feedback/clinician rating forms received throughout the season will be given to CAWO for consideration and evaluation.

#### **4.2.4 TIER 1 PM CLINICIAN**

These PM-A officials are able to act as either the head pairing master or pairing master clinician at a National Championship and have the mandate to recommend promotions to PM-B at a national clinic and PM-A at a National Championship event.

Process:

- VP National identifies the need for a Tier I PM nomination
- Current Tier I PM Clinicians are polled for feedback on each Tier II PM's potential prior to the biennial meeting of the Governing Body. They will consider, among other things:
  - The official's commitment to the job
  - Respect from other officials as a teacher => can they relate the rules to others who share their high ranking
  - Official's performance as an PM-A
  - Have they participated in the apprentice program? How were they evaluated?

Unlike Tier II PM, regional needs do not factor into the promotion to the Tier I PM level. The best individual for the job should come out on top regardless of geography. Duties Will be assigned to act as either clinician or head official at the national championships. Will participate in the selection of PM-A candidates and will teach and evaluate apprentice clinicians present at the events.

#### **4.2.5 TIER 2 PM CLINICIAN**

These PM-A officials are able to act as either the pairing master or pairing master clinician at a National Control tournament and have the mandate to be able to recommend a promotion to PM-B at a national clinic.

### **4.4 List of Clinicians**

The number of clinicians should generally be based on the opportunities within their geographical region and the number of grading tournaments. Clinicians are assigned to instruct, train and evaluate officials at control tournaments. Clinicians must also participate at other national tournaments in Canada. The Clinician list will be published annually.

### **4.5 Clinic Protocol and Guidelines**

#### **4.5.1 CLINICIANS DUTIES: ON-MAT AND PAIRING**

Clinicians are responsible for obtaining names, addresses and telephone numbers of all aspirant officials at the Clinic. The Clinicians will conduct clinics and provide the attending officials with feedback on their performance. Within 14 days of the event, the Clinician will send the clinic reports (attendance sheet including and recommended rating for all officials) to the VP National (names, addresses and phone



numbers will then be forwarded to CAWO Secretary/Treasurer). All other Clinicians at a rating tournament are required to write a brief report evaluating the tournament clinician's performance. If no clinicians are present, the tournament clinician will appoint a person(s) to do this. Copies are to be sent to the VP National and the clinician. Failure to properly execute the duties and responsibilities of a clinician will result in a suspension of control and national clinic assignments for that individual the following year. Further complications will result in the loss of clinician status.

#### **4.5.2 CLINIC FORMAT**

No two clinics will ever be the same due to the ever-changing nature of the rules and variation in aspects of officiating that require attention. Instruction during the clinic is dependent on the level of the clinic, experience of participants, time of year, etc., but should focus on both theoretical and practical application of the rules. Clinics should vary throughout the year, but the rule interpretations are standardized in the annually updated WCL Rule Book. The following are some suggested methods of conducting an official's clinic. Each clinician should choose the most appropriate method or combination of methods depending on the level of experience of the clinic participants.

- Classroom lecture (use handouts, Rulebook, "Power Point" slides and).
- On mat clinic.
- Use the exam as a learning tool to discuss the rules.
- Use situation analysis
- Use video analysis
- Use simulated pairing

#### **4.5.3 EVALUATION OF OFFICIALS**

At all clinics the purpose in evaluation is to improve the quality of the officiating, and to provide the attending officials with constructive feedback on their performance and provide the VP National with a recommended rating based on the individual's performance at that event. There is no formal method of conducting the evaluation/feedback process; it often includes a combination of theory, discussion, and practical performance. This should always be done as a positive learning experience and not as a reprimand.

#### **4.5.4 EVALUATION OF MAT CHAIRMEN**

A form for the evaluation of mat chairperson by the officials has been devised by CAWO and will be distributed at each tournament and will be forwarded to the VP National.

#### **4.5.5 EVALUATION OF CLINICIANS**

A form for the evaluation of the clinicians by the officials has been devised by CAWO and will be distributed annually by the VP National.

## 4.6 Duties and Responsibilities

### **4.6.1 ON-MAT CLINICIAN**

Give the On-mat officials in attendance at a National Grading Tournament and at a National Championship a clinic regarding the Rules of Wrestling. In conjunction with the Mat Chairmen, ensure verbal and written critique to all On-mat officials regardless of rating. Evaluate all On-mat officials, make appropriate recommendations for promotion, demotion, or remain at their current rating.

### **4.6.2 HEAD OFFICIAL**

The Head Official will record attendance of On-mat officials at the clinic, oversee competition (including venue set-up), and weigh-ins (including assignments). The Head Official also serves on the Jury at tournaments. See Appendix C for detailed responsibilities.

### **4.6.3 PAIRING MASTER CLINICIAN**

Give the Pairing Master officials in attendance at a National Grading Tournament and National Championship a clinic regarding the pairing rules, theory, and methodology. In conjunction with the Pairing Master, ensure verbal and written critique to all Pairing Masters and Assistants regardless of rating. Evaluate all Pairing Master officials, make appropriate recommendations for promotion, demotion, or remain at their current rating.

### **4.6.4 PAIRING MASTER**

The Pairing Master is responsible for the accurate completion and overall coordination of the draw. By assigning tasks to the various assistants, they will ensure preparation and completion of the original pairing charts, wall charts, bout sheets, announcements, and result package. They will also work with the Tournament Organizer and the Head Official to determine the format and the efficient operation of the event.

### **4.6.5 ASSISTANT TO THE PAIRING MASTER**

To complete the draw, assistants will be assigned pairing tasks by the Pairing Master.

### **4.6.6 CLINICIAN APPRENTICESHIP PROGRAM**

Tier 2 Clinicians have the opportunity to act as an apprentice at the Canadian Wrestling Championships (U19, U17, U15) and Canadian Wrestling Championships (Senior, Junior, Cadet) as well as any carding tournament where the assigned clinician is a Tier 1. They are under the supervision of the assigned Tier 1 Clinicians and have an opportunity to learn and experience the roles but also allows for an opportunity to be evaluated at that level. Apprentices will apply to the VP National for assignment, who will try to ensure a fair rotation for all those interested in participating. The apprentice will self-fund to the event and will not count in the provincial quotas. The tournament does however count towards any of the official's activity requirements.

Duties:

- Will assist the Clinician and Head Official in any of their duties

- Will be responsible for making a presentation at the clinic – this must be done in consultation with the clinician who will suggest a topic for discussion or review the presentation prior to the event, or the other option is to have a standardized topic prepared by the VP National each year so that the apprentice evaluations are based on similar experiences
- Will assist in any evaluations and mat assignments
- Will be present in protocol room as a quiet observer only
- Will be evaluated by all clinic attendees, Clinician and Head Official

#### **4.6.7 MENTORSHIP PROGRAM**

This program is designed for individuals seeking promotion at various levels within CAWO. Former CAWO clinicians and Tier 1 clinicians currently on extension will deliver targeted clinics and offer one-on-one mentorship to interested members. The intent is to better position members to reach their potential within the organization and help further clarify expectations.

Activities of this program will be delivered in conjunction with the Canadian Wrestling Championships (U19, U17, U15) and the Canadian Wrestling Championships (Senior, Junior, Cadet). Events will work in alignment with the national clinic delivered at each Championships. The national clinic will be delivered to the broad group after which the mentors will take a subset of the broader group to receive a more targeted message.

Mentors will be responsible for creating and delivering targeted clinics for the following groups:

- Aspirant officials
- Members seeking promotion to Nat A
- Members seeking information regarding Nat AE expectations
- Members seeking information regarding clinician expectations
- Nat A members seeking information regarding UWW and international officiating
- Members seeking information regarding the CAWO board.

Each of these topics may or may not be covered at every championship. Topics and availability will be dependent on member interest and availability of mentors.

## **ARTICLE 5 – INTERNATIONAL OFFICIALS’ PROGRAM**

### **5.1 International Goals**

The goal of the International Program is to foster the development of Canadian On-mat Officials to all levels within United World Wrestling (UWW). CAWO supports and encourages on-mat officials to obtain their international license, to meet our commitments to the WCL to provide officials at international events and to support the international aspirations of CAWO Members.

UWW does not require Pairing Masters to have an international license to work internationally. CAWO supports Pairing Masters through an internal framework, with respect to international assignments within Canada without the requirements of an international license.

## 5.2 International Requirements

Each year, UWW will publish the requirements for each international level. Notwithstanding some support from the WCL/CAWO, it remains the responsibility of each official to meet these requirements to retain their rating, and should they so desire, to seek promotion. Each official is responsible to make a personal commitment to the international program and to obtain entry into UWW. Officials are individually responsible to meet the annual minimum requirements to retain their ranking.

## 5.3 International Assignments and Support

The nature of international assignments varies, as does the level of financial support. To ensure the needs of CAWO and Canada Wrestling Lutte are met, CAWO will use a committee to determine international assignments as outlined below. Due to the unpredictability of the release of upcoming UWW clinics, IS event assignments, and scheduling changes/updates, international assignments will be made a minimum of two months in advance.

For the purpose of assigning international events, the assignment year is equivalent to a calendar year and is from January 1st to December 31st. International assignments will be determined by the CAWO International Assignment Committee and are made by consensus among committee members with the following goals in mind:

- maintain as many category IS and high-ranking officials as possible, and
- continue to have representation on the Americas Referee Commission.

All officials, regardless of the source of funding, must have the sanction of CAWO before attending UWW sanctioned events. To receive sanction, the official will make an application to the VP International at least 60 days in advance of the event. The VP International will bring the request to the Committee for consideration. The official must also indicate in their request if they wish to seek a promotion (including initial application to UWW) at the event or any other factors that should be considered. The VP International will review the request and ensure that the official complies with the prerequisites. If the VP International determines that the official is not in compliance, then the VP International will immediately notify CAWO Executive and the official, providing the rationale for declining the request.

By virtue of their category, UWW 1S officials have numerous opportunities to attend international events. For this reason, UWW 1S officials will not be considered for other events where officials of a lower category may participate, except in a case where it is in the best interest of CAWO or WCL to do so, as determined by CAWO Assignment Committee.

UWW I officials will receive most of the limited opportunities to travel as part of a Canadian Team. At the discretion of the CAWO Assignment Committee and upon the recommendation of the VP International, CAWO may identify travel opportunities for UWW II and III officials. When there is not an adequate number of funded events for all UWW officials, individuals are expected to self-fund to UWW sanctioned events to maintain their license. Candidates are expected to individually gain promotion to UWW status by self-funding to a type I clinic.

## 5.4 Prerequisites for application for Sanction

All UWW candidates must attend at least one National Senior Championship and have obtained the endorsement of the majority of Tier I National Clinicians before applying for sanction to obtain their UWW license. All UWW officials must have attended a National Championship or an international tournament within Canada in the past 12 months in order to seek sanction to attend a UWW event outside of Canada.

## 5.5 International Assignment Committee

The committee is comprised of 5 members:

- Two current executive members (CAWO President and VP International)
- Current Americas Referee Commission representative or highest ranking UWW Official if there is not commission representation
- Two retired UWW officials (Category IS or I)

### Roles and Responsibilities

1. CAWO VP International - chair of the committee and responsible for the administration
2. of the group, including planning meetings, taking minutes, and receiving requests for
3. self-funding to events.
4. CAWO President - responsible for consolidating feedback from Tier I clinicians regarding
5. referee performance as required.
6. Americas Referee Commission Representative - responsible for consolidating direction
7. from the UWW and the referee commission.
8. Retired UWW Officials - will bring International experience and perspective to the
9. Committee, with the understanding and knowledge of what is required to achieve/maintain high rank within the UWW.

## 5.6 Assignment Process

Assignments are made using the "top-down" approach. The Committee identifies referees who are ready to seek promotion and may consider assigning these individuals to upgrade events. The Committee uses the following to guide their decision making:

- UWW RANK - Priority consideration will be given to category IS, then I, II and III.
- PEER RANKINGS - Annually, CAWO Tier I clinicians will be polled and asked to rank all UWW officials.
- CAWO COMMITMENT - Annually, the VP International will rank all UWW officials based on demonstrated dedication to CAWO's goals and its mandate. This ranking will consider the following:
  - National commitment – shows support of the National Program and an individual's activity to gain experience within Canada through attendance at the Senior, Junior, Cadet; the U15/U17/U19 and (U23 & Senior, Junior Greco-Roman) & World Team Trials (Senior Non-Olympic Weights) Canadian National Championships and national control clinics.
  - Canada Cup – attendance at the Canada Cup shows support for international events hosted in-country
  - International commitment – attendance at non-CAWO funded events during the previous calendar year (self-funding to UWW events)

## 5.7 Tie-Breaking Criteria

If the committee is split on a decision between two individuals, the following tie-break criteria will be applied:

1. Event is required for category maintenance
2. Highest rank
3. Longest tenure
4. Fewest trips assigned in the past 2 years
5. The most National Championships in the past 3 years

## 5.8 Self-Funding to International Events

CAWO welcomes individuals who would like to self-fund to attend UWW events. Officials interested in self-funding must confirm interest with the VP International a minimum of 60 days prior to the event to discuss registration.

To be considered for self-fund to events, officials must meet the specific eligibility requirements of the event (ie. hold appropriate UWW category), must demonstrate their contribution to CAWO through attendance at national/UWW events in Canada, must demonstrate to CAWO their ability to participate successfully in the desired event (ie. positive clinician reports) and must comply with all WCL and UWW regulations. This includes the requirement that all officials meet WCL Safe Sport standards. Additionally, officials must be in good standing with their provincial organization, CAWO and WCL.

The UWW limits how many officials may attend an international event. If more people have applied to self-fund to an event than what Canada is eligible to send, the CAWO International Assignment Committee will determine the officials permitted to attend based on the following criteria:

- Event is required for category maintenance
- Highest rank
- Fewest trips assigned in the past 2 years
- The most National Championships in the past 3 years

To request permission to self-fund to an event, please contact the VP International by email. Providing all requirements have been met, the VP International will confirm that you are eligible for the event and arrange for registration through WCL.

## 5.9 Pop-Up Events

Occasionally, WCL adds an additional event to the competition schedule that was not originally part of the assignment process. When this occurs, the Committee will assign the event to an official who has not yet been assigned an event for that calendar year using the criteria listed above.

## 5.10 Officials Support to National Team Events

The On-Mat official(s) assigned to a National Team event are an integral part of the Canadian team. They may be asked to attend training sessions and daily staff meetings when available and shall make every effort to be available to assist WCL support staff. Officials will brief the WCL Team Leader on the latest rule interpretations.

## 5.11 Declining an Opportunity

At the beginning of the season, the VP International will send a survey to the UWW officials to gauge interest and availability for international events. An official may decline an international assignment, however this decision will place them at the bottom of the list for consideration within the same calendar year.



## APPENDIX A - BURSARIES

Recipients of any bursary award are not again eligible to receive another bursary for the next two award cycles, i.e. only one award every three years is possible. Program Amount Deadline for nomination.

### **Program: Dave Rendall Aspiring International Official Award**

**Amount: \$1,000**

**Deadline for nominations: March 1<sup>st</sup>**

**Goals:** Normally, CAWO is unable to fund UWW III officials to accompany the national team on international trips. This award recognizes and helps promote talented and dedicated officials with an opportunity to be promoted. The recipient is given \$1,000.00 towards the cost of travel and accommodation to a UWW clinic tournament and must be used within 18 months of receiving the award.

**Criteria:** The Honour Award is meant as a development grant for UWW III & CAN A officials. Candidate will be assessed on:

- (i) dedication to officiating,
- (ii) activity of the official at the national level, and
- (iii) potential of the candidate to be promoted

### **Program: Mike Sharrett Developer Award**

**Amount: \$500**

**Deadline for nominations: March 1<sup>st</sup>**

**Goals:** To recognize and reward the achievements of and provide further training to individuals which best exemplify the aims and objectives of CAWO. Bursary can be used to fund their costs to a Canadian Championship, an international tournament (not necessary for upgrade), or to attend a course. The recipient is given \$500 towards the cost of travel and accommodation to a national or international event and must be used within 18 months of receiving the award.

**Criteria:** Outstanding accomplishments in training and developing national officials, or the national officiating program. Individuals which:

- (i) improve the skill and technical knowledge of national officials;
- (ii) stimulate the interest in people to become national officials;
- (iii) provide national or provincial officials clinics;
- (iv) prepare literature, videos or rules clarifications;
- (v) develop and coordinate projects which unify and coordinate the efforts of provinces or regions interested in promoting officiating; and
- (vi) contribute to the improvement of wrestling officiating in Canada.

**Eligibility:** CAWO members. Past president or present CAWO Executive are not eligible, unless it is solely for an initiative undertaken outside the term of office. Provincial Clinicians that train provincial officials merit provincial recognition but do not qualify for this award.

**Program: Toni Stokes Builder Award**

**Amount: \$500**

**Deadline for nominations: March 1<sup>st</sup>**

**Goals:** To recognize and reward the achievements of and provide further training to individuals who best exemplify the aims and objectives of CAWO. Bursary can be used to fund their costs to a national championship, or to attend a course. The recipient is given \$500.00 towards the cost of travel and accommodation to a national event and must be used within 18 months of receiving the award.

**Criteria:** Outstanding accomplishments in training and developing national officials, or the national officiating program Individuals which:

- (i) improve the skill and technical knowledge of national officials;
- (ii) stimulate the interest in people to become national officials;
- (iii) provide national or provincial officials clinics;
- (iv) prepare literature, videos or rules clarifications;
- (v) develop and coordinate projects which unify and coordinate the efforts of  
(i) provinces or regions interested in promoting officiating; and  
(vi) contribute to the improvement of wrestling officiating in Canada.

**Eligibility:** CAWO members. Past president or present CAWO Executive are not eligible, unless it is solely for an initiative undertaken outside the term of office of receiving the award. Provincial Clinicians that train provincial officials merit provincial recognition but do not qualify for this award.

**Program: Coralee Roy Aspiring Pairer Award**

**Amount: \$500**

**Deadline for nominations: March 1<sup>st</sup>**

**Goals:** To recognize and reward the achievements of and provide further training to individuals who best exemplify the aims and objectives of CAWO. This bursary can be used to fund their costs to a national championship, or to attend a course. The recipient is given \$500.00 towards the cost of travel and accommodation to a national event and must be used within 18 months of receiving the award.

**Criteria:** Outstanding accomplishments in training and developing national officials, or the national officiating program Individuals which:

- (vii) improve the skill and technical knowledge of national officials;
- (viii) stimulate the interest in people to become national officials;
- (ix) provide national or provincial officials clinics;
- (x) prepare literature, videos or rules clarifications;
- (xi) develop and coordinate projects which unify and coordinate the efforts of

- (xii) provinces or regions interested in promoting officiating; and
- (xiii) contribute to the improvement of wrestling officiating in Canada.

**Eligibility:** CAWO Pairing Master members. Past president or present CAWO Executive are not eligible, unless it is solely for an initiative undertaken outside the term of office of receiving the award. Provincial Clinicians that train provincial officials merit provincial recognition but do not qualify for this award.

**Mike Eurchuk Aspiring Olympic Official Bursary** (UWW E (1970-1984) and Member of the WCL Hall of Fame-Official)

The achievement of promotion to the UWW 1S Rating is the culmination of many years of dedication to the sport. Few officials accomplish this lofty goal. Officials aspiring to this level must make a long-term personal and financial commitment towards achieving this goal. This bursary is dedicated to assisting qualified UWW 1 officials in meeting this commitment and aspiring to the UWW 1S rating as well as qualified UWW 1S officials in maintaining the rating.

**Amount:** \$1,500 towards the cost of attendance at a Type 4 or 5 clinic.

**Qualification:** Applicants must not have received this Bursary in the same Olympic cycle.

Bursary Procedures:

1. Nominations must be submitted to the Past-President by March 1.
2. Nominations must be accompanied by a rationale
3. The nominations will be voted upon at the AGM. These awards will be given annually.

## APPENDIX B - CAWO LONG TERM SERVICE AWARDS

CAWO will have three levels of Long-Term Service Award, being 20, 25 and 30 year levels. In recognition of some of our members' leadership and long-term service, the awards will be named in recognition of these individuals. The awards will be developed through the membership records of CAWO on an annual basis. An annual list will be developed by the Past President, in conjunction with the Secretary-Treasurer, and presented to the Board of Directors/Executive at the Annual meeting for their ratification prior to the Senior Nationals.

**Don Marrin** (UWW E (1988-1996) and Member of the WCL Hall of Fame-Official)

This level of recognition will be 20 years of membership with CAWO. CAWO will acknowledge such individuals at the Senior Nationals Clinic annually. CAWO president will also send each recipient a letter of Acknowledgement, as well as present them with a small gift of appreciation.

**Kjeld Brodsgaard** (UWW E (1988-2000) and Member of the WCL Hall of Fame)

This level of recognition will be 25 years of membership with CAWO. CAWO will acknowledge such individuals at the Senior Nationals Clinic annually. CAWO president will also send each recipient a letter of Acknowledgement, as well as present them with a small gift of appreciation.

**Jay Bradbury** (UWW E (1976-1996) Future Member of the WCL Hall of Fame and Charter Member of CAWO)

This level of recognition will be 30 years of membership with CAWO. CAWO will acknowledge such individuals at the Senior Nationals Clinic annually. CAWO president will also send each recipient a letter of Acknowledgement, as well as present them with a small gift of appreciation.

## **APPENDIX C - DETAILED RESPONSIBILITIES OF HEAD OFFICIAL**

### **GENERAL**

The goal of the head official is to communicate and work with the on mat clinician, mat chairs, pairing master, Tournament personnel, WCL Representative and Protest Committee at the weigh-ins, meetings and the venue to ensure the safe, swift and efficient competition of the tournament. The following are the specific responsibilities of the Head Official.

### **WEIGH-IN**

- Review the weigh-ins set up, ensure sufficient officials in uniform to properly complete the weigh-ins.
- Ensure that the process for performing medicals is in place and that medical staff is performing medicals prior to weigh-ins.
- Obtain and distribute the weigh-ins sheets, draw numbers and other materials to officials.
- Meet with the officials to ensure that the weigh-in procedure to be followed is clearly understood. For all National Championships there must be two officials who confirm the weight of the athlete who steps on the scale. The weight cannot be recorded on the sheet until both officials at the scale can provide the official at the table with the same weight for the athlete. This is aimed at preventing any conflicts or confusion, which may arise between officials.
- Obtain all documentation including the weigh-in sheets and registration forms and deliver the documentation to the WCL Representative (to permit seeding).

### **AT THE CLINIC**

- Identify from the sign-in sheet all officials by province and ensure that quotas for officials are being met as per policy. Note any exceptions and notify the WCL Representative.
- Meet with the Pairing Master to discuss and resolve concerns surrounding the tournament including: the number of mats, direction for the draw and in the case of the Canadian Wrestling Championships (U19, U17, U15), determine which mats the aspirants can be assigned .
- At some point during the clinic, be available to meet with the coaches at the coaches meeting. Outline any concerns noted at the clinic and answer any questions the coaches may have regarding rules or requirements.
- Prior to the next morning, develop mat assignments and review with the Clinician.

### **VENUE**

- Review the site with the WCL Representative and the Venue Committee member to discuss any safety concerns or other issues involving the officials.
- Meet with the officials to discuss assignments and ensure that officials are on their mat to start the tournament on time.
- Be available to discuss rules with coaches and officials as required.
- Ensure that the rules are being enforced.

- Evaluate and discuss with the clinicians and mat chairs any inconsistencies between mats when they are identified.
- Co-operated and ensure the proper breaks, meals for the officials on site.
- Enforce disciplinary protocols including: expulsion of an athlete for the competition, expulsion (red carding) of a coach and other issues involving athletes, coaches, officials, spectators and tournament organizers.
- Provide input to officials on performance when time permits.
- Cooperate with the Clinician in providing input into the officials' evaluation process when requested by the Clinician.