February 10, 2019

6:00

New Hartford American Legion

Minutes approved from last meeting on a motion by Tom LaPolla and seconded by Gary Miers and passed.

Treasurer’s Report: $6,284.69 total in account. $284 paid for Arbitration lawyer. $150 for NYS ad. Approved on a motion by Tom Best and seconded by Fred Talerico.

Cancer Challenge: Jon Perry reports $1,899 total taken in so far. Expenses were $1,125 paid for t-shirts and basketballs. There is now $4,675.00 in the “Cancer Fund” account. Mike Carney suggested donating $500 to Jon Perry’s sister’s fundraiser, seconded by Danny Everson and passed. Please email any other suggestions for use of the money for cancer related causes to President Carney.

Assignor’s Report: Concerns

* + We were overworked yet resilient for these past tough 2 weeks
  + Over 100 cancellations that should show in red on Arbiter
  + Any complaints about officials were addressed with the member
  + Transparent in reasons for assignments
  + Please address Bill if any questions about assignments or blackballs
  + We have only two AAU tournaments so far
  + Lady Knicks (Apr 27 & 28) and Rome Rebels (1st weekend in June)
  + Junior College camp is negotiating to use one of them probably Rome
  + Referees tryouts would pay to attend and we would service the rest
  + Sectionals start the 15th & 16th first round two person
  + Quarterfinals will be three person full fee ($105.50)
  + Semifinals will be $95 plus mileage
  + Finals will be $100 plus mileage
  + Assignor’s fee is 4% of the game fee (ie 90 on down to 36)
  + Please continue to maintain Arbiter and constantly update your availability
  + If you show you are open and then decline, there may be a fine
  + Coaches have complained about members showing up 5 minutes before a contest. Let’s get there at least 30 minutes before if possible and look professional

Section III: Three-person fee for next season. There was much discussion about what we should accept for these games. We want to put our suggestion in first and let the other Boards react. The range of suggestions went from at least a JV fee to full varsity fee. On a motion by Mike Carney and seconded by Dan Wilzcek we are offering to work three-person games for a varsity fee with no mileage ($92)

Interpreter’s Report: Two questions from games and any from the members.

* Player shooting free throw fumbles the ball and goes over the line. Rich suggestion is to blow the whistle and warn her before letting her shoot
* With an Unsporting foul, any player can shoot

New Business

Elections this year for Vice President, Treasurer, and Assignor. Bob Stuhlman is chairperson of nominating committee. Sharon Constabile – Vice President, Jose Lopez – Treasurer, and Bill Obernesser, Jr. – Assignor were unanimous winners and one vote was cast by the secretary for each. Congratulations!

Amendments: second reading from Mark Turnpenny

**Article IV.A** Junior High (probationary) Modified status may allow the assignment to JV contests as needed. (added language)

**Article IV.C.** All members shall meet the membership requirements of NYSGBOA as contained in Article I, page 1 of the By-Laws. (added)

**Article V.C** Quorum - To conduct Board business, 50% + 1 of the **voting members** must be present. (added) *Robert’s Rules can chose any number or percentage for quorum*

**Article VI.A** Officers are elected by a majority vote of eligible voting members **attending** the end-of-year meeting of the Board. (replaces *at*)

**Article VI. Section 3**

**The duties of the secretary shall be:**

7. The secretary shall record all motions passed in the minutes. (added)

**Article IX.D**

In addition to dues, members will be assessed for assigned games at 4% of the game fee. (changed from By-Laws for exact number)

**Article XI** Sexual Harrassment Policy (**Article XI** Process of Amending moved to **Article XII**)

A. Definition: “Unwelcome behavior of a sexual nature or with sexual overtones which embarrasses or demeans, regardless of content.”

B. Policy Guidelines

1. Legal Prohibitions Title VII of the 1964 Civil Rights Act (Sexual Issues) Note: 1991 – expanded the Civil Rights Acts to include emotional distress

2. Two Main Categories of Sexual Harassment

a. Quid pro quo (this for that)

b. Hostile Environment

3. Type of Sexual Abuse

a. Verbal behaviors

1. Sexual comments, jokes, suggestions

2. Demeaning names (hones, sweeties, babe, etc.)

3. Calling attention to another’s body parts

4. Remarks about another’s gender or sexual orientation

b. Non-verbal behavior

1. Suggestive looks, leering, mimicking

2. Offensive gestures

3. “Messages” on T-shirts

c. Physical behaviors

1. Patting, squeezing, rubbing, pinching, repeatedly brushing up against someone’s body

2. Violating another’s “space”

4.Suggested Responses to Sexual Harassment

a. Informal procedures

1. Be assertive right away

a.) If you see something that your partner is doing and you believe it is not proper, tell that person.

b.) If it is a player directing sexual harassment towards you or your partner, advise them to stop and advise the coach.

b. Formal procedures

1. Disclose details to the Local Board of Directors

2. Disclose details to School District

3. Keep and present detailed records (who, when, where, why and how, also witnesses or potential witnesses) of the harassment.

5. Advice to the Harasser

a. What you meant is much less important than how the behavior was perceived. Such as, “I was only kidding” and phrases like, “I really meant no harm” do not make it go away.

b. Civil suits can be pursued.

6 Some advice to the Victim

a. You have a right to work/play (referee or players) in a non-threatening environment.

b. Be strong, be assertive

c. Passivity can be misinterpreted as a “green light”

d. Others might be suffering, not just you.

Amendments passed on a motion by Fred Talerico, seconded by Danny Everson.

President’s Report: Steve Tehan had a serious operation.

Meeting adjourned on a motion from Danny Everson, seconded by Joe Zogby, and passed.

*Secretary Mark Turnpenny*