



Constitution

Revision date: January 2026

Article 1: Name of Organization

1.1 The organization will be known as the Bloomington-Normal Officials Association. For purposes of this constitution, the organization may also be referred to as "BNOA" or "Association."

1.2 The Association website, www.bnoa.org, will serve as the official communication channel to the membership.

Article 2: Objectives of the Organization

2.1 The Association aims to promote the avocation of sports officiating and to increase awareness of the positive aspects of officiating.

2.2 The Association is established to provide educational programs for its members through educational sessions, instructional clinics, and peer evaluations.

2.3 The Association will promote membership by raising awareness among new and current officials who are not currently registered.

Article 3: Membership

3.1 Membership is open to any official who is a member of any sport governing body.

3.2 An individual is classified as a member upon payment of the annual Association dues. Dues may be waived for Board Members, certain individuals making significant contributions to the Association, newer officials, and those experiencing financial hardship. The President and/or applicable Sport Vice President must approve all dues waivers. A listing of waived dues will be shared with the Board at least annually.

3.3 The Association will consider adding a sport and Vice President position when there are ten licensed officials in that sport who are members of the Association, and the majority of voting members approve the addition.

3.4 All Association-recognized sports must maintain at least ten licensed officials to retain recognized status. The Board may consider discontinuing recognition of a sport if this requirement is not met.

Article 4: Organization Officers

4.1 The following officers will be elected bi-annually by the members of the Association:

- President
- Sports Vice Presidents – one for each sport represented
- Secretary
- Treasurer

4.2 The duties of the Association officers include, but are not limited to:

- President: Provides overall leadership for the organization, convenes Executive Committee meetings as needed, represents the Association or appoints a delegate to attend meetings of sport governing bodies as deemed appropriate (e.g., Illinois High School Association (IHSA) Officials Conference).
- Sports Vice Presidents: Conduct regular sport-specific meetings prior to and during each sport's season, act as resources and mentors for Association members in their sport and are responsible for the 'Observer' program within their sport as specified in Article 12.
- Secretary: Records minutes for Executive Committee meetings, manages mailings that cannot be handled electronically as approved by the Executive Committee, and oversees the Association's social media accounts.
- Treasurer: Manages the Association's checking account and other funds, provides a semi-annual financial report published on the Association website, and maintains responsibility for all required regulatory filings consistent with the Association's non-profit status.

4.3 The Executive Committee will include the President, Sports Vice Presidents, Secretary, and Treasurer. The Executive Committee's responsibilities include, but are not limited to:

- Appointing interim officers to fill vacated positions for the remainder of their term.
- Making decisions, after soliciting membership input via the website, on matters not covered by this constitution and not requiring a membership vote.
- Carrying out disciplinary procedures as prescribed in Article 13.

4.4 Special Committees may be appointed by the Executive Committee as needed.

Article 5: Officers Terms of Office, Elections, Removal

5.1 Association officers shall serve two-year terms effective July 1 and ending June 30. The President, Secretary, and Treasurer will be elected in odd-numbered years. Sports Vice Presidents will be elected in even-numbered years.

5.2 Voting will be conducted online via the Association website. Elections will be decided by a plurality vote of the members. Notification of elections will be provided on the Association website and by email.

5.3 Any Officer may be removed, with or without cause, by a two-thirds vote of the Executive Committee at a meeting called for such purpose.

5.4 The written notice for such a meeting must state the purpose (including the name of the Officer to be removed) and must be sent to all other Executive Committee members.

5.5 The Officer proposed for removal must be given a fair opportunity to speak or respond at the meeting before any vote is taken.

Article 6: Association Dues

6.1 The annual dues and any changes to them shall be voted upon by the Executive Committee. Annual Association dues are due by July 1. Officials who have not paid by the due date will not have access to membership privileges until dues are paid.

6.2 Dues may be sent via U.S. Mail to: BNOA, PO Box 402, Bloomington, Illinois 61702, or paid online via the Association website.

6.3 Any official placed on probation or suspended from BNOA membership due to disciplinary action outlined in Article 13 will not receive a refund of their member association dues.

Article 7: Meetings and Attendance

7.1 The Association will hold meetings as deemed necessary by the respective Sports Vice President.

7.2 A recommended minimum of four meetings per sport per school year should be held. Meetings may be conducted in person or virtually.

7.3 Members are encouraged to attend meetings for the specific sport(s) they officiate.

Article 8: Business

8.1 Association funds consist of dues collected from membership and other monies received by the Association.

8.2 The Treasurer is the custodian of Association funds and may disburse them for purposes authorized by the Executive Committee.

8.3 The Treasurer shall publish a semi-annual financial report. This report will be available on the website, along with any Association and Executive Committee minutes.

8.4 The Treasurer shall maintain and file all necessary tax filings and non-profit documentation with appropriate authorities to ensure compliance for the Association as a registered non-profit entity.

Article 9: Recognitions

9.1 The Executive Board has the authority to establish awards and the process for nominating Association members for those awards. The President, in consultation with the Executive Committee, is responsible for nominating BNOA members for awards from external organizations such as NFOA and IHSA.

9.2 Hall of Fame

- A. Membership in the BNOA Hall of Fame will be awarded to individuals in recognition of outstanding achievements and dedication to the Bloomington-Normal sports community and officiating.
- B. Selections for the Hall of Fame are made by a standing selection committee appointed each year by the Association President.
- C. Hall of Fame members are exempt from paying dues and will hold permanent non-voting membership privileges.
- D. Hall of Fame induction and presentation of other BNOA awards will occur at the annual banquet.

Article 10: Amendments to the Constitution

10.1 This constitution may be amended by a majority of votes cast by members as defined in Article 3.

10.2 Notice of proposed changes will be provided to all active members at least thirty (30) days before any vote. Amendments may be proposed by any BNOA member or by the Executive Committee. All proposed amendments will be presented by the Executive Committee to the membership with or without Committee recommendation.

Article 11: Dissolution

11.1 The Association may be dissolved by a two-thirds vote of the membership as defined in Article 3. Any motion to dissolve must be communicated in writing to all members at least thirty (30) days prior to the meeting at which the motion will be considered.

11.2 Upon dissolution and after satisfying debts and obligations, remaining assets will be distributed to a charity chosen by majority vote at the last official meeting of the Association. The Executive Committee will provide a list of eligible charities with recommendations from members.

Article 12: IHSA Mandated Observer Program

12.1 The Association will initiate and operate an observer program in each represented sport. The applicable Sports Vice President is responsible for the Observer Program in their sport as specified in Article 4.

12.2 The Association will implement any additional programs mandated by the IHSA.

Article 13: Code of Conduct / Disciplinary Procedure

13.1 The Association aligns with the codes from the National Federation of State High School Association (NFHS Code of Conduct) and the National Association of Sports Officials (NASO Social Media Policy). Both policies are included in the IHSA Officials Handbook. While these policies originate from high school sports organizations, their principles apply to all Association-covered sports regardless of the governing body.

13.2 The Code of Conduct is provided in Appendix 1.

13.3 The Social Media Policy is provided in Appendix 2.

13.4 Procedures for addressing conduct inconsistent with the Code of Conduct and Social Media Policy are as follows:

- On first confirmed violation, the President and Vice President(s) of the respective sport will meet with the official to discuss the situation and expectations for future conduct and ethics. A letter outlining Association conduct expectations will also be provided to the member.
- Subsequent violations will result in an additional meeting and may lead to removal of membership privileges for up to one calendar year from the date of the meeting.
- The President and applicable Sports Vice President will review all member disciplinary matters with the full Executive Committee. All disciplinary actions taken by the Committee will be documented in writing and shared with the affected member.
- Any member may request to address disciplinary matters with the Executive Committee in writing. Upon receiving such a request, the Committee will meet within 10 days.

Appendix 1: NFHS Code of Ethics

The NFHS Board of Directors has established the following Code of Ethics for high school officials:

Declaration of Policy: Schools have entrusted officials to assist in the educational development of youth through athletics. The proper functioning of this process requires officials to be independent, impartial, and responsible to those they serve. To support these expectations, this Code of Ethics establishes standards for ethical conduct.

- Officials must devote time, thought, and study to the rules of the game and the mechanics required to carry out these rules, ensuring effective and fair service.
- Officials should work with fellow officials and the state association in a spirit of harmony and cooperation, even when differences of opinion arise.
- Officials must resist temptations and outside pressures to use their position for personal benefit and must avoid promoting the special interests of any individual or group, except the athletes served.
- Officials must uphold the honor and dignity of the avocation in personal conduct and relations with student-athletes, coaches, athletic directors, school administrators, colleagues, and the public, serving as a positive example to athletes.
- Officials must be prepared both physically and mentally, dress appropriately, and maintain a proper appearance that reflects the importance of the game.
- Officials should avoid using tobacco products at contest sites.
- Officials must honor contracts regardless of inconvenience or financial loss.

Every member of the officiating profession is responsible for acting in a professional manner. The conduct of any official influences public perception of the profession as a whole and of individual officials.

Source: IHSA 2025-2026 Officials Handbook, page 27

Appendix 2: NASO Social Media Policy

- Consider all social media communications as public, even if created with private intentions.
- As a representative of the officiating industry, your state and local associations, assignors, and partners, conduct yourself accordingly.
- Promote officiating positively and with pride and professionalism, as you are an ambassador for officiating.
- Recognize that you have unique access to information; ethical restrictions on public speech apply equally to social media. Do not communicate specifics about assignments, officials, conferences, schools, coaches, players, or related personnel.
- Do not engage in specific play or ruling evaluation or commentary, whether regarding a game you worked, witnessed, or in general about the impact of officials in any sporting event.
- Learning communications among officials should be conducted privately, not via social media. Be aware that email and direct communications can be made public.
- Share personal information, including photos, sparingly, and adjust security settings as needed. Report fake profiles or posts to the appropriate authorities in a timely manner.
- Follow specific conference, school, and governing body social media policies.

Source: IHSA 2025-2026 Officials Handbook, page 28