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### **USA JUDO REFEREE - LEAVE OF ABSENCE POLICY**

The purpose of this policy is to clarify the “leave of absence” options available to active USA Judo referees when life changes, military duty, or medical situations may limit their participation as a judo referee. USA Judo referees may request a temporary leave of absence from active status as a USA Judo referee, without the anticipated non-participation leading to a license suspension/termination or being classified as inactive in the USA Judo Referee Information System. For purposes of this policy, the term “temporary” generally means up to four (4) years, without any action by the USA Judo Referee Committee, except for a Military Leave. The time period allowed for active Military Leave may exceed four (4) years.

Four types of leaves of absence are offered: Personal Leave, Family Leave, Medical Leave, and Military Leave. Throughout any leave of absence period, the referee must continuously maintain a current and active USA Judo membership.

- Personal Leave is for the individual making the request (non-medical reason);
- Family Leave is for the needs of any member of the individual’s family or household;
- Medical Leave can be for the individual or any member of their family or household;
- Military Leave is available to active duty military members, while on active duty.

Due to the sensitivity of a referee’s situation, all written requests for a leave of absence must go to the Co-Chair (Domestic Activities) of the USA Judo Referee Committee. The personal and medical facts for the leave request will be kept confidential. The Co-Chair (Domestic Activities) of the USA Judo Referee Committee will review and consider all leave requests and may seek advice from members of the USA Judo Referee Committee in exceptional cases, if approved by the individual submitting the request.

Referees on leave may not referee any event which requires certification as a National level referee. To resume active status, they must (1) notify the Co-Chair (Domestic Activities) of the USA Judo Referee Committee of their intent; (2) participate in and be evaluated at a National Referee Examination event; and (3) have current, active membership with USA Judo. Upon receiving an evaluation at the National Referee Examination event, the referee is considered as

having active status. If the Leave of Absence was in effect for one (1) year or less, the referee will be returned to active status at the same level they were at when entering Leave of Absence status. If the Leave of Absence was longer than a year, the referee will return to active status at the level of the reinstatement evaluation, but in no case higher than the level they were at when starting the Leave of Absence.