



PERFORMANCE JUDGES PROGRAM

Version 2.0

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Table of Contents

SECTION 1: PURPOSE.....	4
SECTION 2: OBJECTIVES	4
SECTION 3: TERMS & DEFINITIONS	4
SECTION 4: USCA JUDGES COMMITTEE	4
Section 4.1: Judge Committee Members	4
Section 4.2: Judge Committee Responsibilities	4
SECTION 5: ROLE OF PERFORMANCE JUDGE	5
SECTION 6: PERFORMANCE JUDGE LICENSE TYPES.....	5
Section 6.1: Probationary Judge	5
Section 6.2: Permanent Judge	5
Section 6.3: Teaching Judge.....	5
Section 6.4: Judge Emeritus.....	6
SECTION 7: PERFORMANCE JUDGE LICENSE MAINTENANCE AND STATS	6
Section 7.1: Automatic Removal.....	6
Section 7.2: Punitive	6
Section 7.3: Inactive Status	7
Section 7.4: Retirement.....	7
Section 7.5: General Maintenance Requirements	7
SECTION 8: PERFORMANCE JUDGE UTILIZATION.....	7
SECTION 9: JUDGE’S CODE OF CONDUCT	8
SECTION 10: DISCIPLINARY ACTION	9
Section 10.1: Charges	9
Section 10.2: Procedure	9
Section 10.3: USCA Judges Committee Action.....	9
Section 10.4: Appeal Process.....	10
SECTION 11: USCA APPRENTICE PERFORMANCE JUDGE	10
Section 11.1: Apprentice Performance Judge Prerequisites	10
Section 11.2: Apprentice Performance Judge Application	11
Section 11.3: Apprentice Performance Judge Application Review.....	11
Section 11.4: Prerequisites Before Beginning Official Apprenticeship Assignments.....	11
SECTION 12: USCA PERFORMANCE JUDGES PRESIDING OVER APPRENTICE JUDGES	13
SECTION 13: FOREIGN JUDGES IN USCA PERFORMANCE JUDGES PROGRAM.....	13
Section 13.1: Foreign Performance Judges Acceptance Prerequisites	13
Section 13.2: Foreign Performance Judge Application	14
Section 13.3: Foreign Performance Judge Application Review	14
SECTION 14: USCA TEACHING JUDGE	14
Section 14.1: Teaching Performance Judge Prerequisites.....	14
Section 14.2: Teaching Performance Judge Application	14
SECTION 15: JUDGING NATIONAL AND INTERNATIONAL EVENTS.....	15
SECTION 16: JUDGE SELECTION FOR NATIONAL EVENTS	15
SECTION 17: USCA-GSDCA WUSV QUALIFICATION TRIAL	15
SECTION 18: JUDGING FEE AND EXPENSE REIMBURSEMENT	16
Section 18.1: Judging Fee	16
Section 18.2: Expense Reimbursement for USCA National Events.....	16
SECTION 19: USCA JUDGE JOINING ANOTHER ORGANIZATION’S JUDGES PROGRAM	16
APPENDIX A: PROGRESSIVE DISCIPLINE	18

REVISION HISTORY

VERSION	DATE	DESCRIPTION	AUTHORS
1.0	12/31/2001	Initial program launched	??
2.0	4/19/2014	Revised Format add disciplinary actions	Roque, Chaffin, Alloway, Phillips

SECTION 1: PURPOSE

The purpose of the Performance Judges Program is to ensure a high-level of consistency, integrity, accuracy, and professionalism in USCA judging.

SECTION 2: OBJECTIVES

- A. Ensure that USCA recruits, admits, and trains only the best candidates with both requisite character and competency.
- B. Continually train, support, and assist in improving those admitted to our program.
- C. Ensure that our dogs and competitors receive the fairest most competent judging possible.
- D. Promote the sport and core values of USCA through the leadership of our judges.
- E. Ensure that the integrity of the German Shepherd Dogs is upheld over time.
- F. Increase the number of qualified judges.

SECTION 3: TERMS & DEFINITIONS

<u>Term</u>	<u>Definition</u>
USCA Event	USCA-Sanctioned Event.
Performance Judge	Presiding Judge at a USCA-Sanctioned Performance Event.
National Event	GSD-National Championship, USCA Working Dog Championship, USCA Sieger Show
WUSV	World Union of German Shepherd Dog Clubs
FCI	Federation Cynologique Internationale
WUSV Qualification Trial	United States of America (USCA-GSDCA) WUSV Qualification Trial
Office	USCA Office
Regional Event	Regional Championship
Teaching Judge	USCA Teaching Judge
AWDF	American Working Dog Federation
SV	Verein für Deutsche Schäferhunde

SECTION 4: USCA JUDGES COMMITTEE

Section 4.1: Judge Committee Members

Elected by the General Board, the USCA Judges Committee shall consist of five (5) members as follows: USCA President, USCA Director of Judges, one (1) additional performance judge, and two (2) USCA Members.

Section 4.2: Judge Committee Responsibilities

The USCA Judges Committee is responsible for:

- The character and competency of judges while “representing” USCA (defined in Code of Conduct).
- Granting probationary judges licenses to apprentice judges.
- Hearing and making consequence recommendations on disciplinary issues.
- Recommending (in coordination with the local host club) a slate of judges for national events to the Executive Board for approval.
- Assisting the USCA Director of Judges in the development, implementation and management of the Performance Judges Program.

SECTION 5: ROLE OF PERFORMANCE JUDGE

USCA Judges shall:

- Preside over USCA authorized trials and working dog events to include, USCA, AWDF Member Clubs, FCI, SV, WUSV (all judges must receive a release authorization from the DOJ).
- Accurately, fairly, consistently, and cordially evaluate our dogs at working dog events/ trials.
- Be ambassadors by positively promoting USCA and working dog sport.
- Be leaders within our organization by teaching, training, and promoting our sport and association where possible.

SECTION 6: PERFORMANCE JUDGE LICENSE TYPES

Section 6.1: Probationary Judge

The initial license will be issued as a “Probationary Judges License” and will be for a minimum probationary period of three (3) years with at least twenty (20) trials or thirty (30) total trials in less than three (3) years, whichever comes first.

A “Probationary Judge” may preside over any USCA Club Trials and award all USCA recognized titles or awards recognized by USCA. All titles or awards by a “Probationary Judge” hold the same value as titles or awards issued by a fully licensed USCA Judge. A “Probationary Licensed Judge” may not judge outside of USCA or judge any championship level events without special permission from the Director of Judges. The exception and permission by the Director of Judges to allow a “Probationary Licensed Judge” to judge at a championship event or for a non-USCA event must be due to special circumstances.

To complete the probationary period, the probationary judge will also be required to perform one walkthrough at one USCA national event (USCA-GSD National Championship or the USCA Working Dog Championships) and provide a cover letter evaluating the event to the USCA Director of Judges.

At the end of three (3) years, with at least twenty (20) trials or thirty (30) total trials in less than three (3) years (whichever comes first) the USCA Judges Committee will review the probationary judge’s work for recommendation to either the USCA Board of Directors or the USCA General Board for his/her permanent "USA Performance Judge License.”

Section 6.2: Permanent Judge

A USCA permanent “Judges License” is issued to a Probationary Judge having met the minimum criteria to complete probation. Judges holding a “Permanent License” having met additional requirements as outlined in other sections of this program may be eligible (with DOJ approval) to, preside over apprentice judges, apply for “Teaching Judge” status, judge national events, judge outside of USCA after having met their minimum four (4) trial requirement for USCA events and represent USCA as a diplomat in meetings and or seminars.

The USCA Judge shall hold a “Permanent License“ as long as they:

- A. Maintain continuous membership in USCA.
- B. Remain a member in good standing.
- C. Judge a minimum of four (4) trials per year for USCA events.
- D. Not be under disciplinary action by the USCA Judges Committee and /or USCA Executive or General Board.

Section 6.3: Teaching Judge

The purpose of the USCA Teaching Judge is to designate and identify USCA Judges that wish to pursue additional responsibilities. These responsibilities include the training and education of apprentice judges, and the development of additional education for the USCA Judges College. USCA Teaching Judges may act as a representative/diplomat of USCA for and to other organizations and seminars.

The primary purpose of a Teaching Performance Judge is to serve as a mentor to USCA Apprentice Performance Judges

and to assist with leading the Judges College. Teaching Performance Judges will come from within the USCA Performance Judges Program and will insure the continued development of the Program.

The position of USCA Teaching Performance Judge will be a strictly voluntary opportunity for USCA Judges who qualify and wish to pursue this position.

The description and requirements are listed in Section 14 of this program.

Section 6.4: Judge Emeritus

The title of "USCA Judge Emeritus" is an honorary title awarded to USCA Judges that meet the following criteria upon retirement.

- A. The candidate must have been actively judging as a USCA Breed or Performance/Trial Judge for at least ten years of USCA service and judged a minimum sixty (60) USCA Events. Exceptions may be made to bestow the title of "USCA Judge Emeritus" to an active USCA Judge that is forced to retire due to health reasons.
- B. At the time of retirement the candidate must be a USCA Member in good standing and hold an unrestricted USCA Judges with no disciplinary actions pending.
- C. This honor may only be bestowed upon judges who are no longer actively judging.
- D. The candidate must be recommended by the USCA Director of Judges and USCA Judges Committee to the USCA Executive Board for approval and title of USCA Judge Emeritus.

On approval of the recommendation, the USCA Judge will receive the title of USCA Judge Emeritus and will receive the following benefits as gratitude for their years of service to USCA:

- A. They will be listed for recognition in the USCA Magazine and website for life.
- B. They will receive lifetime membership in USCA and suspension of all yearly dues.
- C. They will receive "free admission or entry" into any USCA sponsored event either as a spectator or competitor.
- D. They will receive a "certificate of thanks" from USCA and a plaque.

SECTION 7: PERFORMANCE JUDGE LICENSE MAINTENANCE AND STATS

Section 7.1: Automatic Removal

A judge may have their judge's license removed due to, but not limited to, the following:

- A. Termination of USCA Membership for any reason.
- B. Voluntary request for removal.
- C. Failure to judge four (4) trials in any one (1) calendar year without sufficient cause will result in suspension by the USCA Director of Judges until good reason is supplied to the USCA Director of Judges and the USCA Judges Committee. If good reason is not supplied, the judge in question will be required to perform one (1) apprenticeship with the USCA Director of Judges or his/her designate within one (1) year of being placed on suspension in order to reinstate his/her license.

Section 7.2: Punitive

Judges may be removed, sanctioned, or placed on probation as a result of an Executive Board decision after an impartial hearing. The basis for this action would be:

- A. Failure to abide by the rules and regulations of USCA.
- B. Failure to abide by the USCA judges "Code of Conduct" and procedural requirements as specified in the USCA Performance Judges Program or by the USCA Director of Judges.
- C. No Longer meets prerequisite background check i.e.: felony conviction or criminal activity that no longer meets the standards to be a USCA judge.

Section 7.3: Inactive Status

- A. The USCA Director of Judges may, at any time, place a judge on inactive status until a meeting of or a decision by the Executive Board. A judge may also be temporarily placed on inactive status until certain requirements as specified by the USCA Director of Judges and the USCA Judges Committee are met.
- B. A judge may request inactive status for personal reasons. If a judge remains inactive for more than eighteen (18) months, he/she must perform one (1) apprenticeship under the USCA Director of Judges or his/her designee to be reinstated as a fully licensed USCA Judge.

Section 7.4: Retirement

The mandatory retirement age for all judges shall be seventy-five (75) years of age. When reaching mandatory retirement age, or if retiring after ten (10) years of service with a minimum of sixty (60) USCA trials, judges will receive the title of "Judge Emeritus," become life-long members of USCA with suspension of their yearly dues, and receive free admission into any USCA-sponsored event (as either spectator or competitor) as gratitude for their years of service. This honor may only be bestowed upon judges who are no longer actively judging and have completed at least ten (10) years of active service.

Section 7.5: General Maintenance Requirements

- A. Judges must always abide by the USCA Judges "Code of Conduct" (contained within).
- B. Judges and apprentices involved in the USCA Performance Judges Program must inform the USCA Director of Judges of their correct address, telephone number, and vital statistics required for insurance purposes. All of this information must remain current throughout their judging career with USCA and will be updated annually.
- C. Judges are encouraged to keep expanding their knowledge by attending the USCA Judges College at a minimum once every two years. The Director of Judges, may in certain circumstances, provide a waiver for this requirement. Examples include, but are not limited to: extreme illness, undue hardship, participating or representing USCA in other official business or meetings, and the like.
- D. Judges are encouraged to continually expand their knowledge by attending training and/or judging seminars/workshops.
- E. Judges must remain actively involved in the dog sport and/or the organization beyond the minimum of judging four trials per year. Examples: teaching, seminars, training, trialing or showing dogs in working dog sport trials or shows, assisting with a USCA Championship event, actively participating at the club level within a USCA local club or event.
- F. Judges must pass the yearly minimum education classes / requirements and must attend / participate in a minimum number of meeting / conference calls as determined by the DOJ and supported by the Judges Committee.

SECTION 8: PERFORMANCE JUDGE UTILIZATION

Judges who have a permanent or probationary license must follow the utilization stipulations presented below.

- A. Judges may not judge using their USCA license at professional or non sanctioned events that do not comply with WUSV/ FCI Trial Guidelines (i.e. protection only tournaments, non-sanctioned trials or where there are cash prizes offered) unless they receive approval from the DOJ and the DOJ submits a motion to the EB that passes and approves their release for this event.
- B. Judges may not judge at their local club or judge members of a household of which they are members (Except at a Championship event).
- C. Judges must judge a minimum of four (4) events within the calendar year.
- D. Judges may judge at any club a maximum of one time in a calendar year and there must be another trial held with a different judge before they can return (judges may not judge consecutive trials at any club except in an emergency, which may only be decided by the regional director and approval of the Director of Judges). This restriction will be lifted if the club is the host of a regional or national championship.

- E. Judges may judge a maximum of 25 trials per year of which at least 60% of these trials must be USCA events. Endurance tests, BH trials, seminars, and obedience or protection tournaments do not count toward this total.
- F. Judges may not preside at events that are not sponsored by USCA without the permission of the USCA Director of Judges. Permission may be denied if the judge has not met their minimum USCA trial requirement of four (4) trials at the time of request.

SECTION 9: JUDGE'S CODE OF CONDUCT

A judge must abide by the following "Code of Conduct" while representing USCA.

- A. A judge's conduct is expected to be of the highest caliber while representing USCA. USCA Judges will be considered "representatives" of USCA:
 - 1. While judging.
 - 2. While attending any recognized working dog trial (USCA, WUSV, FCI or AWDF Member Club).
 - 3. While traveling on official USCA business.
- B. A USCA judge will always judge and conduct him or herself while judging with the highest levels of integrity and represent the organization in a positive and sportsmanlike manner. This means:
 - 1. Acting with prudence and reasonable care.
 - 2. Acting with skill, fairness, competence, and diligence.
 - 3. Acting objectively and impartially with all members and competitors.
 - 4. Communicating with members and competitors and USCA (and other) authorities in a timely, accurate, and transparent manner.
 - 5. Maintaining an approachable and supportive demeanor.
 - 6. Avoiding even the "hint" of impropriety.
- C. A USCA Judge will always be fair and unbiased in their work while judging.
- D. A USCA Judge will not act in any way that is detrimental to USCA.
- E. A USCA Judge will abide by the dress code while judging.
 - 1. Stadium work – judges are expected to dress appropriately in "professional casual attire." As representatives of USCA, professional casual attire is essential.
 - i. Professional casual attire includes pants, jackets, and shirts that, while not formal, are appropriate for a business environment.
 - ii. Polo shirts, pressed "khaki" pants, sweaters, corduroy pants, etc. are all acceptable.
 - iii. Jeans, t-shirts, shirts without collars, footwear such as flip-flops, sandals, and clothing with holes, tattered, or torn are not appropriate.
 - 2. Jeans may be worn **during the tracking phase only**.
 - 3. Clothing may not display logos or advertising from any competing German Shepherd dog organization.
 - 4. Clothing should not display profane language or contain statements of politics, religion, sexuality, race, age, gender, or ethnicity.
- F. A USCA Judge will abide by the rules accepted and followed by USCA.
- G. A USCA Judge will not train or show someone else's dog for money in an IPO/Schutzhund trial, Breed Survey, Conformation show or any other event sanctioned by USCA.
- H. A USCA Judge may not be a professional working dog sport trainer, breeder of sport dogs or show dogs, or conduct seminars/education in dog sport related activities that contribute to a substantial portion of their income (i.e. he/she should not earn a substantial portion of his/her income - greater than 40% gross income or more than \$ 20,000 a year, whichever is the lesser amount over any two (2) year average) from the breeding handling, training, or showing of working / performance-type dogs, including conformation. The method of determining the income shall be any reasonable means determined by the USCA Judges Committee and all USCA Judges may be required to provide proof of income from sources as required.
- I. A USCA Judge will be concerned at all times with the welfare of our dogs, the spectators, and the safe conduct of the trial and all concerned.
- J. A USCA Judge may not judge their local club or members of their household of which they are a member except at a Championship Event.

SECTION 10: DISCIPLINARY ACTION

Section 10.1: Charges

Any USCA Member may file charges against any USCA Judge for violating any provision of the USCA Judges Program. To be heard, charges must be filed within one (1) year of the date of the alleged misconduct, or from the time it was known or reasonably should have been known that a violation occurred. Any performance judge with a permanent license may have that license revoked, suspended, or downgraded to a probationary performance license. Any judge with a probationary performance license may have that license revoked and suspended. Charges may be filed with the USCA Judges Committee for actions/inactions while the accused judge was a representative of USCA.

- A. Charges stemming from the actions of a judge while a representative must be referred to the USCA Judges Committee.
- B. Based on the USCA Judges Committee finding, the USCA Judges Committee may impose consequences on the judge.
- C. The attached Progressive Discipline chart will be followed (SEE APPENDIX A)
- D. Only the BOI has jurisdiction over the judge's USCA Membership status.
- E. The USCA Judges Committee has jurisdiction over the judge's license. Any decision with regard to a judge's license must be approved by majority from the Executive Board.

Section 10.2: Procedure

Charges must be processed according to the following procedure:

- A. Any USCA Member in good standing may file charges against a USCA judge.
- B. The charge(s) against the accused judge must be submitted in writing and must be notarized. The charge(s), and all substantiating witness statements and/or documentary evidence upon which it is based, shall be forwarded to the USCA Director of Judges. A "charge" shall consist of a single, specific, allegation. The charging party is responsible for providing sufficient copies of all electronic media documentation or evidence (video, audio recordings, photos, etc.) for the USCA Judges Committee. All charges filed without notarization and/or electronic copies shall be returned to the member as a defective filing. Video evidence will only be considered in cases involving conduct; it will not be allowed in cases of competitors finding issue with scores or categories of scores given.
- C. The Director of Judges shall send copies of the charges to the USCA Judges Committee Members and alternate(s) (if applicable) within fifteen (15) days of receipt.
- D. The Director of Judges shall also send one (1) copy of the charges to the accused judge within fifteen (15) days of receipt. The accuser's name shall be blacked out.
- E. The accused judge may respond to charges in writing to the Director of Judges within thirty (30) days of receipt of the charges, and may also provide testimony from witnesses. The Director of Judges shall forward copies of any response and/or any testimony to the USCA Judges Committee Members within fifteen (15) days of receipt. If no answer is received, the Director of Judges shall so inform the USCA Judges Committee within thirty (30) days.
- F. Either the President or the Director of Judges may, at their discretion, replace a member of the committee if a conflict of interest (no matter how faint) is perceived to exist.
- G. The Director of Judges shall use certified mail/return receipt for transmittal of all documents to the accused and the accuser, and shall use U.S. mail, electronic mail, and/or digital communication for transmittal of all documents to the USCA Judges Committee.

Section 10.3: USCA Judges Committee Action

- A. The USCA Judges Committee shall make a determination about the relevancy of the charges and whether the charges shall be considered within fifteen (15) days of receipt of the charges. If not relevant, the accuser and accused shall be notified by the Director of Judges within seven (7) days of the decision of the USCA Judges Committee. If the charges are determined to be relevant, the USCA Judges Committee shall conduct a confidential investigation of the charges. By a majority vote, the USCA Judges Committee shall, within sixty (60) days of receipt of the response to the charges, vote sustain or not sustain the charge(s). The USCA Judges Committee shall issue a determination letter setting out its findings; the findings shall be sent to the accused, the charging party, and the Executive Board within the sixty (60) days of receipt of the response to the charges.

- B. In the determination letter, the USCA Judges Committee shall recommend if the charges are sustained, an appropriate disciplinary action. See Appendix A for a chart of Consequence Guidelines.
- C. The recommendation shall be sustained, modified, or rejected by the USCA Executive Board.
- D. In the event that the USCA Judges Committee determines that charges filed against a judge are knowingly false, the Director of Judges shall indicate such in its determination letter and the President or Secretary shall file BOI charges against the charging party for abusing the disciplinary process, as such conduct is prejudicial to the interests of USCA. In the event that the USCA Judges Committee determines that a witness provided knowingly false testimony (including forged or altered documentation), the Director of Judges shall indicate such in its determination letter and the President or Secretary shall file BOI charges against that member for abusing the disciplinary process, as such conduct is prejudicial to the interests of USCA.

Section 10.4: Appeal Process

- A. If the USCA Judges Committee recommends to the USCA Executive Board a probation status, suspension, or revocation, the accused judge has an automatic right of appeal to the USCA Executive Board. The judge shall be permitted a reasonable period of time to speak with the USCA Executive Board within fourteen (14) days of the letter of determination.
- B. The Executive Board shall only modify or reject the findings of the USCA Judges Committee if:
 - a. New evidence is discovered that could not have been known to the USCA Judges Committee at the time the case was initially investigated and adjudicated.
 - b. Evidence is presented and verified that there was conflict of interest on the USCA Judges Committee, and/or the USCA Judges Committee operated in bad faith.
 - c. The USCA Judges Committee recommends a consequence that was unreasonably outside the Consequence Guidelines and case history.
- C. An appeal by either party shall constitute a waiver of confidentiality, allowing the USCA Judges Committee Members to fully disclose to and discuss with USCA Executive Board Members all of the evidence presented during the investigation.
- D. In the event the appeal is sustained, the charge is referred back to the Judges Committee for further specified investigation or consideration. In the event the appeal is denied, the USCA Executive Board, without entertaining further argument from any party, shall vote to accept the Judge's Committee determination.

SECTION 11: USCA APPRENTICE PERFORMANCE JUDGE

The purpose of an apprenticeship for Performance Judge Applicants is to ascertain if the applicant possesses the necessary skills, character, and ability required to become a USCA Judge. Further, this affords the applicant the opportunity to gain greater insight as to the requirements and demands placed on our judges to help applicants decide if they want to proceed with the full program.

Section 11.1: Apprentice Performance Judge Prerequisites

- A. Be a member in good standing of USCA for a minimum of five (5) years.
- B. Have trained and trialed at least one German Shepherd Dog (GSD) from BH to SchH/IPO 3.
- C. Have trained and trialed at least one GSD to FH (alternately the FH requirement may be completed on a dog trained by the candidate as a BH-FH, SchH/IPO 1-FH, SchH/IPO 2-FH).
- D. Have trained and trialed at least one additional dog of any breed from BH to SchH/IPO1.
- E. Must have earned an AD on a GSD.
- F. Have competed at the SchH/IPO3 level in a USCA Championship Event (Regional, WDC, National)
- G. Must have participated in at least 15 USCA Events as a competitor.
- H. Have knowledge of and have participated or assisted in a breed show and breed survey.
- I. Not be a professional. During their tenure as a licensed USCA judge, he/she should not earn a substantial portion of his/her income from handling, training, or showing of working/performance-type dogs, including conformation. The method of determining the income shall be any reasonable means determined by the USCA Judges Committee as outlined in section 9 above.
- J. Must be a minimum of twenty-five (25) years of age and a maximum of sixty-five (65) years of age at the time of entering the program.

Section 11.2: Apprentice Performance Judge Application

Only those persons who demonstrate high standards of personal conduct, good sportsmanship, sound mastery of the basics of training, trial performance, trial etiquette, sound knowledge of the rules, a willingness to work with people on a one-to-one basis and to intelligently promote the breed worthiness of the working trials and sport will be considered. The applicant shall submit the following items to their Regional Director to declare their intentions to become an Apprentice Performance Judge.

- A. A letter of recommendation addressed to the Regional Director from the applicant's local club signed by two Club Officers. Clubs should take great care in recommending individuals for participation in the USCA Performance Judges Program.
- B. A written résumé of the applicant's qualifications.
- C. A letter of recommendation from two (2) USCA Performance Judges.
- D. A letter of recommendation from a USCA Executive Board Member. (The EB Member cannot be one of the above references.)
- E. A completed Apprentice Performance Judge Application (Appendix "X"), including written proof of meeting the prerequisites listed above.
- F. A printed copy of the applicants criminal background.

Section 11.3: Apprentice Performance Judge Application Review

The applicant's Regional Director should acquaint him/herself with the applicant. The Regional Director shall forward all of the above information along with the applicant's application to the USCA Director of Judges within 30 days of receipt of the above items.

- A. The USCA Director of Judges, or his/her designee, shall:
 - a. Confirm that the applicant has met the requirements of Sections 11.1 and 11.2.
 - b. Check the résumé and accompanying materials for truth and forthrightness.
 - c. Distribute the items submitted by the applicant to the USCA Judges Committee for review.
 - d. Recommend the candidate to the USCA Performance Judges Program as an Apprentice Judge Applicant.
- B. The applicant's name will then be published in the official magazine of the association (Schutzhund USA) for two (2) consecutive issues and on the USCA web site.
 - a. Any challenges or objections regarding the applicant should be forwarded to the USCA Director of Judges in writing no later than thirty (30) days after the mailing of the second magazine issue.
 - b. Any unsigned letters will be disregarded.
 - c. Any letters received will be reviewed by the USCA Judges Committee and sent to the applicant without the signature of the complainant within thirty (30) days of their receipt. If a letter is received, the applicant will be afforded the opportunity to provide a written response to the USCA Judges Committee.
- C. After completing the above reviews, the USCA Judges Committee shall either approve or disprove the applicant.
- D. If approved the applicant will be placed on the Apprentice Performance Judges within ninety (90) days after the mailing of the second magazine issue.
- E. The USCA Director of Judges shall inform the applicant and the applicant's Regional Director of the approval or rejection of the applicant as an Apprentice Performance Judge.

Section 11.4: Prerequisites Before Beginning Official Apprenticeship Assignments

Once the USCA Judges Committee approves the Performance Judge Applicant for apprenticeship and his/her name appears on the Apprentice Performance Judges list, the applicant is qualified to begin his/her apprenticeship and begin officiating at affiliation trials at the request of the Regional Director.

Before beginning official assignments as a USCA Apprentice Performance Judge, the applicant will do two (2) walkthroughs with judges and attend the USCA Judges College to become acquainted with the intricacies of trial procedure and of the judging experience itself. These two (2) walkthroughs and attendance at the Judge's College require no paperwork and are outside of the remaining six (6) formal apprenticeships and other requirements outlined below.

Section 11.4.2 Official Apprenticeship Assignments

- A. There will be a required minimum of six (6) formal apprenticeships as presented below.
 - 1. The first apprenticeship will be under the USCA Director of Judges or his/her designee.
 - 2. Four (4) apprenticeships will be under USCA-recognized judges such as USCA, SV, Canadian (GSSCC), FCI Judges from WUSV-recognized member organizations with approval from the USCA Director of Judges.
 - 3. The last apprenticeship will be under the USCA Director of Judges. The apprentice must pass a written test at this time.
- B. The apprentice judge will also be required to judge a minimum of sixty-five (65) dogs as presented below.
 - 1. Minimum of fifteen (15) Begleithund (BH).
 - 2. Minimum of two (2) Ausdauerprüfung (AD).
 - 3. Minimum of two (2) Fährtenhundprüfung (either FH1 or FH2).
 - 4. Minimum of fifteen (15) IPO/Schutzhund 1 (IPO/SchH1) - (IPO1 most important and usually biggest opportunity to learn. We have made it easier by allowing the remaining to be any level)
 - 5. Minimum of two (2) IPO/Schutzhund 2 (IPO/SchH2).
 - 6. Minimum of fifteen (15) IPO/Schutzhund 3 (IPO/SchH3).
 - 7. The remaining fourteen (14) dogs required to complete the requirement may be any combination of the following working titles, IPO/SchH 1-2-3, (additional AD, BH, FH or sporting titles such as Apr, FPr/TR, UPr/OB do not count towards the minimum requirement).
 - 8. Additional dogs in TR,OB, RH titles do not count towards the minimum required totals, but must be reported in the Apprentice's trial report.

Section 11.4.3: Official Apprenticeship Assignments Procedure

- A. Send a written request for permission to apprentice at an event to the presiding judge, the trial secretary (or club contact) of the trial hosting club, and the USCA Director of Judges or his/her designee. This must be done a minimum of 10 days before the event.
- B. Send trial report to the presiding judge and the USCA Director of Judges no later than two weeks after completion of the event. Special circumstances may allow this deadline to be extended by approval of the USCA Director of Judges.
 - 1. Send by USPS Mail or Electronic Mail, two copies of the trial report to the presiding judge. (If sent USPS it must contain a self-addressed envelope, an envelope addressed to the USCA Director of Judges, and the required return postage for each envelope).
 - 2. Send copies of all presiding judges' cover letters to all members of the USCA Judges Committee.
 - 3. The presiding judge will return one copy of the report to the Apprentice, with corrections and remarks as well as a cover letter evaluating the work of the Apprentice, and will send one copy of the same documents to the USCA Director of Judges.
- C. After apprenticing under an SV, WUSV or FCI Licensed Judge:
 - 1. Send by USPS Mail or Electronic Mail, two copies of the trial report to the presiding judge in English and one copy in German or the judge's native language unless the presiding judge agrees that English only is acceptable. (If sent USPS it must contain a self-addressed envelope, an envelope addressed to the USCA Director of Judges, and the required return postage for each envelope.)
 - 2. Send copies of all presiding judges' cover letters to all members of the USCA Judges Committee so they may stay apprised of the Apprentice's progress. It is the responsibility of the Apprentice to have all cover letters and reports translated for the USCA Director of Judges and the USCA Judges Committee.
 - 3. The presiding judge will return one copy of the report to the Apprentice, with corrections and remarks, as well as a cover letter evaluating the work of the Apprentice, and will send one copy of the

- same documents to the USCA Director of Judges.
- D. Before the Apprentice may apprentice at another trial:
 1. Two (2) weeks time must have passed.
 2. The Apprentice should have received a corrected copy of the previous trial report.
 3. The Apprentice must send cover letters from all previous trials to the next judge at least 10 days prior to the next apprenticeship assignment.
 - i. Send by USPS mail or electronic means (i.e., fax or email).
 - ii. If requested by the judge, the apprentice shall bring all of his/her previous work to the trial at which he/she will be apprenticing. Failure to do this may prevent the Apprentice from proceeding with the assignment this decision will be at the decision of the judge.
 - E. Complete and pass a written final exam.
 1. Administered by the USCA Director of Judges.
 2. Based on the USCA Official Rule Book.
 3. Minimum passing score = 80% on the written test.
 - F. After completion of the above-mentioned requirements, the USCA Director of Judges and the USCA Judges Committee will review the apprenticeship and will grant a Probationary Judge's License to the apprentice judges who have successfully completed the program requirements.
 - G. Once licensed, the judge will now be classified as a Probationary Judge.
 - H. An Apprentice who fails two (2) apprenticeships in a row or three (3) total during the apprenticeship will be excused from the USCA Performance Judges Program. The applicant may reapply after a six (6) month waiting period.
 - I. The apprenticeship will last no longer than three years, and the Apprentice must perform at least two (2) apprenticeships per year to remain current in the program. The Apprentice that fails to do so will be excused from the USCA Performance Judges Program. The Applicant may reapply after a six (6) month waiting period.

SECTION 12: USCA PERFORMANCE JUDGES PRESIDING OVER APPRENTICE JUDGES

The prerequisites for a USCA Performance Judge to preside over an Apprentice Performance Judge are presented below.

- A. Have been a licensed USCA judge for a minimum of five (5) years.
- B. Met the requirements of Section 7.
- C. Have attended the USCA Judges College within the last two (2) years.
- D. Have judged a National Championship or at least two Regional Championships.
- E. Have remained actively judging a minimum of six (6) trials a year for the previous two (2) years.
- F. Be actively training, trialing, showing or teaching seminars for USCA.
- G. Have approval of the USCA Director of Judges.

SECTION 13: FOREIGN JUDGES IN USCA PERFORMANCE JUDGES PROGRAM

The process for acceptance of Foreign (e.g., WUSV or FCI) Judges into the USCA Performance Judges Program is presented below.

Section 13.1: Foreign Performance Judges Acceptance Prerequisites

- A. Meet all of the requirements in Section 11.1 unless expressly different in this Section (13.1).
- B. Be a member in good standing of their organization for a minimum of five (5) years and have an active membership in good standing in USCA for a min of 6 months at time of application.
- C. A five (5) year membership in USCA is waived provided the applicant has been a fully licensed judge in their organization within 3 months of application.
- D. Must be a minimum of 25 years of age and a maximum of 72 years of age.
- E. Attend and actively participate in the annual USCA Judges College in the year application is made.

Section 13.2: Foreign Performance Judge Application

- A. Meet all of the requirements in Section 11.2 unless expressly different in this Section (13.2).
- B. A Letter of Recommendation from the USCA Director of Judges addressed to the USCA Judges Committee.
- C. A completed Foreign Performance Judge Application (Appendix "X"), including written proof of meeting the prerequisites listed above.

Section 13.3: Foreign Performance Judge Application Review

The USCA Director of Judges should acquaint him/herself with the Applicant and forward all of the above information along with the Applicant's application to the USCA Judges Committee within thirty (30) days of receipt of the above items.

- A. The USCA Director of Judges, or his/her designee, shall:
 - a. Confirm that the Applicant has met the requirements of Sections 13.1 and 13.2.
 - b. Check the résumé and accompanying materials for truth and forthrightness.
 - c. Distribute the items submitted by the applicant to the USCA Judges Committee for review.
 - d. Recommend the candidate to the USCA Performance Judges Program as an Apprentice Judge Applicant.
- B. The Applicant's name will then be published in the official magazine of the association (Schutzhund USA) for two (2) consecutive issues and on the USCA web site.
 - a. Any challenges or objections regarding the applicant should be forwarded to the USCA Director of Judges in writing no later than thirty (30) days after the mailing of the second magazine issue.
 - b. Any unsigned letters will be disregarded.
 - c. Any letters received will be reviewed by the USCA Judges Committee and sent to the applicant without the signature of the complainant within thirty (30) days of their receipt. If a letter is received, the Applicant will be afforded the opportunity to provide a written response to the USCA Judges Committee.
- C. After completing the above reviews, the USCA Judges Committee shall either approve or disprove the Applicant.
- D. If approved the Applicant will be placed on the Apprentice Performance Judges list within ninety (90) days after the mailing of the second magazine issue.
- E. The USCA Director of Judges shall inform the Applicant and the Applicant's Regional Director of the approval or rejection of the Applicant as an Apprentice Performance Judge.

SECTION 14: USCA TEACHING JUDGE

The primary purpose of a Teaching Performance Judge is to serve as a mentor to USCA Apprentice Performance judges and to assist with leading the Judges College. Teaching Performance Judges will come from within the USCA Performance Judges Program and will insure the continued development of the Program.

The position of USCA Teaching Performance Judge will be a strictly voluntary opportunity for USCA Judges who qualify and wish to pursue this position.

Section 14.1: Teaching Performance Judge Prerequisites

- A. Have finished his/her probationary period and must have been a licensed USCA Judge for five (5) years.
- B. Met the requirements of Section 7.
- C. Have judged a minimum of 150 dogs, inclusive of all working titles.
- D. Have judged a minimum of one Regional and one National Championship.
- E. Be actively training and/or trialing dogs, conducting seminars and teaching in the working dog sport.

Section 14.2: Teaching Performance Judge Application

The Teaching Performance Judge Applicant shall submit the following items to the USCA Judges Committee to declare their intentions to become a Teaching Performance Judge:

- A. A Letter of Recommendation from the USCA Director of Judges addressed to the USCA Judges Committee.
- B. A completed Teaching Performance Judge Application (Appendix X).

After review by the USCA Judges Committee, and if accepted by a majority vote of approval, final approval will be at the sole discretion of the USCA Director of Judges. Once accepted, the Teaching Performance Judge will be identified as such in the official magazine of the association (Schutzhund USA) and on the USCA web site.

SECTION 15: JUDGING NATIONAL AND INTERNATIONAL EVENTS

The prerequisites for a USCA Performance Judge to judge a National or International event are presented below.

- A. Hold a permanent USCA Performance Judge License.
- B. Met the requirements of Section 7.
- C. Have attended the USCA Judges College within the last two (2) years (with the exceptions noted above).
- D. Have judged two Regional Championships or one National event within the last five (5) years.
- E. Have judged a minimum of 100 IPO dogs in performance trials.
- F. Have remained active in the USCA Judges Program and College.
- G. Be actively training, trialing, showing or teaching seminars for USCA.
- H. Have approval to judge a USCA National Event from the USCA Director of Judges, USCA Judges Committee, and either USCA Board of Directors.
- I. Have approval of the USCA Director of Judges to judge domestic events not sanctioned by USCA.
- J. Have approval for the USCA Director of Judges to judge international events.
- K. Have passed the written test at the Judges' college with at least 80% pass. Must have min 70% participation in all scheduled meetings and continuing education in the year of selection.

The above requirements may be modified or waived in special circumstances by the USCA Director of Judges with approval of the USCA Judges Committee to secure/fill a vacancy at a USCA national event.

SECTION 16: JUDGE SELECTION FOR NATIONAL EVENTS

The selection of USCA Performance Judges to judge USCA National performance events is presented below.

- A. Judges may accept no more than one (1) assignment at the national level during the WUSV qualifying series (USCA German Shepherd Dog National Championship, USCA Working Dog Championship). This applies to USCA trials only. A judge may judge other national events from other organizations with approval from the Director of Judges providing they have met the minimum requirement of four (4) USCA trials at the time of the request. The WUSV or FCI qualifying series will start with the USCA-GSD National Championship.
- B. In the event of extenuating circumstances, judges may be allowed to judge at more than one national event during the WUSV/FCI qualifying series, provided they meet all of the necessary criteria and are approved by the USCA Director of Judges and/or the event trial chairperson.
- C. The USCA Director of Judges will contact all eligible USCA Judges to establish a rotation schedule of qualified judges that will be fair and equitable to all.
- D. All USCA Judges should send a letter requesting consideration for selection to a national event position.
- E. The USCA Director of Judges shall provide a list of eligible judges for national events. The list will be available to all hosting clubs. At all times it is encouraged to use USCA Judges for USCA national events.
- F. The local host club will propose a slate of three judges and three alternates to the USCA Director of Judges. The USCA Director of Judges will present that slate to the USCA Judges Committee for discussion and to further contact the proposed judges to confirm availability.
- G. The USCA Judges Committees will then recommend the approved slate of Judges for the USCA National event to either USCA Board of Directors or the USCA General Board for approval. That presentation will be in the form of an e-ballot or USCA General Board vote. Each judge presented shall have his or her own separate and anonymous e-ballot or USCA General Board vote.

SECTION 17: USCA-GSDCA WUSV QUALIFICATION TRIAL

The Selection Process for Performance Judges for the USCA-GSDCA WUSV Qualification Trial shall be in accordance

with the current “Qualification Trial protocol for the selection of the USA WUSV World Championship Team.”

SECTION 18: JUDGING FEE AND EXPENSE REIMBURSEMENT

Section 18.1: Judging Fee

A judge’s fee (as approved by the USCA Executive Board) is as follows:

- A. One hundred twenty-five dollars (\$125) for each day judging.
- B. One hundred twenty-five dollars (\$125) for each travel day. This is capped at two (2) days (one day to the event and one day home after the event).
- C. A judge shall not be compensated for a judging day and a travel day for the same day (maximum of \$125 charged per day).
- D. Round-trip transportation (e.g., airfare, rental car, or driving personal vehicle, which shall be reimbursed at the current year’s Federal Mileage Rate).
- E. Attendant charges (e.g., parking, tolls, etc.).
- F. Judge has the right to request suitable accommodations in the form of a hotel, motel, etc.
- G. Accommodations and meals taken in transit to and from the event and during the course of the event.
- H. Travel expense, meals and lodging (to include airline, mileage, food). An estimate of these costs should be made available to the host club prior to the event if requested.
- I. Prior to accepting a judging assignment, any additional requests or compensation must be discussed and approved by the host (inviting) club (e.g., type of travel, non stop flight, cabin class, lodging and rental car). These expenses unless previously approved in writing are not the responsibility of the host club.
- J. It is the judge’s responsibility to submit a complete itemized expense report (bill) to the host club that includes a total of all approved charges (this is to create a uniform billing amount for all events). At the discretion of the judge, he/she may credit/deduct any portion of the approved charges to adjust the total to a lesser amount in the form of a discount or donation to the event/club.

Section 18.2: Expense Reimbursement for USCA National Events

Travel and hotel accommodations for the judges selected for a USCA National Event will be the responsibility of USCA, and shall include:

- A. The same guidelines as outlined in section 18.1
- K. One hundred twenty-five dollars (\$125) for each day judging.
- L. One hundred twenty-five dollars (\$125) for each travel day. This is capped at two (2) days (one day to the event and one day home after the event).
- M. A judge shall not be compensated for a judging day and a travel day for the same day (maximum of \$125 charged per day).
- B. Round-trip transportation (e.g., airfare, rental car, or driving personal vehicle, which shall be reimbursed at the current year’s Federal Mileage Rate).
- C. Attendant charges (e.g., parking, tolls, etc.).
- D. Judge has the right to request suitable accommodations in the form of a hotel, motel, etc.
- E. Accommodations and meals taken in transit to and from the event and during the course of the event.
- F. Travel expense, meals and lodging (to include airline, mileage, food). An estimate of these costs should be made available to the host club prior to the event if requested.
- G. Prior to accepting a judging assignment, any additional requests or compensation must be discussed and approved by the host (inviting) club (e.g., type of travel, non stop flight, cabin class, lodging and rental car). These expenses unless previously approved in writing are not the responsibility of the host club.
- H. It is the judge’s responsibility to submit a complete itemized expense report (bill) to the National Event Host/USCA that includes a total of all approved charges (this is to create a uniform billing amount for all events). At the discretion of the judge, he/she may credit/deduct any portion of the approved charges to adjust the total to a lesser amount in the form of a discount or donation to the National Event

SECTION 19: USCA JUDGE JOINING ANOTHER ORGANIZATION’S JUDGES PROGRAM

USCA judges may apply for additional “international” license (WUSV, SV, or FCI). Any USCA Judge wishing to join

another organization's judging program (foreign WUSV or FCI) must:

- A. Present a formal request from the other organization.
- B. Must be sponsored by USCA.
- C. Must have the approval of the USCA Director of Judges and receive approval from the USCA Executive Board.
- D. USCA Judges may not apply for or hold a Judges License from another United States based Dog Sport or Breed Organization that accepts USCA Judges or USCA awarded titles as this is duplication of licensure and does not provide any benefits to either organization.

APPENDIX A: PROGRESSIVE DISCIPLINE

LEVEL	OFFENSE	First	Second	Third
1	Dress code violation	A	B	C
1	Incorrect trial paperwork	A	B	C
1	Accepting more than the maximum number of trial phases per day	A	B	C
1	Minor mishaps that do not impact the membership, trial, or titles	A	B	C
2	Imposing an unreasonable request on the host club regarding travel	B	C	D
3	Minor conduct offences outside the Judges Conduct description	C	D	E
3	Poor or unreasonable conduct	C	D	E
3	Unsportsmanlike conduct	C	D	E
4	Failure to judge four (4) trials in any one calendar year without cause	D	E	E
4	Aggressive behavior to any member or dog (Self-defense excluded)	D	E	E
4	Any sustained level of fraud	D	E	E
5	Cheating (Includes falsification of trial results)	E		
5	Conviction of a felony	E		
5	Fraud - falsification of scorebooks and titles	E		
5	Drug or alcohol abuse during a trial	E		
5	Assault or battery	E		

Judges committee may reduce or escalate any charge based on circumstances.

	Consequence	Who Informed
A	Written and verbal warning from the USCA Director of Judges.	USCA Judges / Judges Committee
B	Offending judge must address the complaint with the JC. Written and verbal warning for conduct from the DOJ.	USCA Judges / Judges Committee / EB
C	Discussion with JC. Recommendation to the EB for sanction. Sanction will be 6 to 24 months of probation.	USCA Judges / Judges Committee / EB / USCA Membership
D	Discussion with JC. Recommendation to the EB for sanction. Sanction will be 6 to 12 months of suspension followed by 6 to 24 months of probation.	USCA Judges / Judges Committee / EB / USCA Membership
E	Discussion with JC. Recommendation to the EB for sanction. Sanction will be license revocation.	USCA Judges / Judges Committee / EB / USCA Membership

APPENDIX B: ADD TITLE

ADD TITLE