

A Proposal to Create a Judge Training Program

Purpose: To educate judges as to the impact they can/do have on the lives of students and establish guidelines for acceptable behavior with/towards students.

Rationale: Concern regarding the influence and power that judges have over students requires that the Association take steps to ensure that all judges are educated regarding appropriate boundaries to establish and maintain with students.

Some, but not all, behavior that is generally considered problematic are:

Inappropriate/Abusive language used on ballots and in post-debate critiques

Harassing behavior of a sexual, racial, and/or discriminatory nature

Crossing the personal/professional boundary line, i.e. information sharing beyond the role of a judge

Romantic relationships

Suggestive behavior

Personal space violations

Action:

- 1) The creation of a committee to study the feasibility, cost, and deployment of a statewide judge education system that will:
 - a. Educate judges about appropriate boundaries with students
 - b. Be accessible to tournament directors to ensure that all judges have completed training
 - c. Require that all unaffiliated judges complete training before adjudicating speech or debate rounds.
 - d. Compare training programs to find modules that best fit the needs of TFA.
 - e. The committee will report back to the Executive Council in time for the summer 2018 session, with a vote, if needed, by the general body to follow soon after.
- 2) Revision of the TFA Code of Conduct to include all those who interact with students at tournaments, and revision to include a requirement that all behave in a manner that creates a welcoming environment for every student.