

**By signing this contract, you indicate that you have read and agree to the terms outlined below, as well as those in the following documents:**

- [USA Fencing Referees' Workplace Code of Conduct](#)
- [Policy Prohibiting Discrimination and Harassment](#)
- [USA Fencing Officials' Code of Ethics](#)
- Terms of hire as outlined in official notice from the RC Vice Chair, Domestic Assignments

This agreement applies to all USA Fencing sanctioned competitions at which you agree to serve during the 2026-27 season.

Your agreement to work during the season is conditioned on the Referees' Commission, in its sole discretion, remaining of the opinion that your character, fitness, and knowledge of the rules are of the highest order.

**Independent Contractor Status.** You agree that you are an independent contractor and not an employee, agent, joint venturer, or partner of USA Fencing. Nothing in this Contract shall be construed to create an employment relationship between you and USA Fencing.

**Control of Work.** As a referee, you will determine the manner and means of performing officiating services consistent with applicable competition rules, Event procedures, and USA Fencing standards, and will provide any personal equipment customarily used for officiating, unless otherwise communicated and provided.

**No Employee Benefits.** You acknowledge and agree that you are not eligible for, and USA Fencing will not provide, any employee benefits, including but not limited to health insurance, retirement benefits, paid leave, or unemployment insurance.

**No Workers' Compensation.** You acknowledge and agree that USA Fencing will not provide workers' compensation insurance to you in connection with any services as a Referee, and you assume full responsibility for any work-related injuries to the extent permitted by law; provided, however, that nothing in this provision is intended to limit, waive, or exclude any coverage that may be available to you under USA Fencing's Participant Accident and/or General Liability insurance policies (if any), to the extent applicable. You are solely responsible for obtaining any additional insurance coverage you deem appropriate.

**Taxes.** You are solely responsible for all taxes, withholdings, and other statutory, regulatory, or contractual obligations of any sort, including self-employment taxes,

**and agree to indemnify and hold harmless USA Fencing from any related claims by taxing authorities.**

You agree that any dispute will be resolved in accordance with USA Fencing's bylaws, Grievance and Disciplinary Procedures, and Referees' Commission policies and procedures, as applicable.