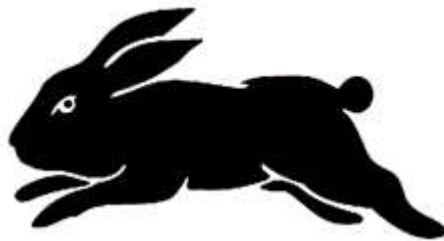


**South Sydney District
Rugby League Referees Association Incorporated**

SOUTHS



REFEREES

**PART C:
CODE OF CONDUCT**

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1. Scope

- 1.1 All members of the South Sydney District Rugby League Referees Association Inc. (the Association) shall be bound by this Code of Conduct and agree that by their continued membership of the Association, they accept the spirit and intent of this Code and agree to be bound by it.
- 1.2 The spirit and intent of this Code is to outline to all members what is expected from them with respect to their behaviour as referees and members of this Association.
- 1.3 The Code shall ensure that all members of the Association are able to enjoy their refereeing, training and Association social activities free from harassment and discrimination.
- 1.4 Members will be well aware of their obligations to their fellow members and the Association.

2. Duties and Obligations of Referees

- 2.1 All members will, to the best of their ability, fulfil any and all appointments given to them by the Appointment Board.
- 2.2 All members are to be present at their appointed venue half an hour prior to the scheduled start time of their first appointment, in accordance with instructions issued by the South Sydney District Rugby League Referees Coaching and Development Co-ordinator.
- 2.3 In the event that a member of the Association is unable to be appointed on any day of the season they should contact the Secretary as soon as they are aware they can not officiate. In the event that a member becomes unavailable after the appointments are first posted they are to notify the Appointments Board by phone.

3. Sponsorship

- 3.1 When acting in an official capacity, members shall only wear Association clothing, both on and off the field, which bears the logos and symbols of the Association and its current sponsors. No clothing bearing the logos and symbols of previous sponsors are to be worn when acting in any official capacity.

- 3.2 No member shall enter into any form of personal sponsorship agreements that conflict with the Association's current sponsors, unless previously authorised, in writing, by the Association Executive.

4. Personal Conduct

- 4.1 At all times, members are expected to act with the utmost integrity and act in a proper and professional manner, befitting their status as a Rugby League Referee and a member of this Association. As such, members shall not:
- a) Use foul or Insulting/Abusive language at any player, coach, club official, Association member or member of the public;
 - b) Discriminate against any member of this Association, player, coach, club official or member of the public based on their gender, race, colour, sexual preference, age, disability or religion;
 - c) Harass (sexually or in any other manner), any member of this Association, player, coach, club official or member of the public based on their gender, race, colour, sexual preference, age, disability or religion;
 - d) Make any form of inappropriate or unwanted contact (including, but not limited to verbal, physical or intimidatory actions) with any member, player, coach, club official or member of the public;
 - e) Officiate whilst under the influence of alcohol or drugs;
 - f) Act in a dishonest or illegal manner;
 - g) Gamble on any South Sydney Junior Rugby League fixture with any betting agency, whether official or otherwise.
 - h) Accept, or offer any form of inducement, to change or influence a referee's judgement or decisions. Members must immediately report any acceptances or offers of inducement to or by any Association members to the Association's President or Secretary.

- i) Act in a manner that may cause harm, damage or embarrassment to the image or reputation of this Association;
- j) Act in a manner that is likely to bring the game of Rugby League into disrepute.

5. Public and Media Comment

- 5.1 No member shall make any comment to any media outlet or other outside party that is detrimental to the interests, welfare or image of this Association.
- 5.2 No member shall write an article or column relating to Rugby League or Refereeing for any media outlet, without first obtaining the consent of the President or Secretary.

6. Uniform and Dress Code

- 6.1 Members shall at all times present themselves in a neat and tidy manner.
- 6.2 Members shall only officiate in matches wearing the current official Association on-field uniform that shall meet the following basic criteria:
 - a) Uniforms shall be clean and tidy;
 - b) Uniforms shall be properly pressed and ironed, as applicable;
 - c) Socks shall be worn in a "pulled-up" manner, to below the knee;
 - d) Boots and bootlaces shall be clean;
 - e) Members may wear tape on their boots to ensure that their laces remain in place. However, the tape shall only be black or white;
- 6.3 When arriving at, or departing from grounds in their capacity as a referee, members shall not wear apparel, carry gear bags or any other identifying logo relating to any Souths Junior Club.

- 6.4 When arriving at, or departing from grounds in their capacity as a referee, members shall not wear their match uniform other than in exceptional circumstances, or as approved by the Association.
- 6.5 Members shall not wear excessive or dangerous jewellery whilst officiating in matches.

7. Official Inquiries

- 7.1 Members shall not make any public comment in relation to any matter that may be the subject of any official inquiry, judiciary hearing, police or civil matter unless authorised to do so.

8. Breaches of this Code (Misconduct)

- 8.1 A complaint may be made in writing and personally signed by any person that a member of the Association has failed to abide by the Association's Code of Conduct (an act of Misconduct).
- 8.2 Such a complaint should be made to the Association Secretary or President.
- 8.3 Following receipt of the allegation regarding a possible breach of this Code, the Secretary and President shall determine the level of the breach and shall inform all members of the Executive of the allegation and decision.
- 8.4 Upon receipt of the written allegations, the Secretary or President shall, at the earliest possible opportunity, inform the member(s) against whom the allegation has been made and arrange for a Misconduct hearing to be convened at the earliest appropriate time.
- 8.5 The Secretary or President shall ensure that the member against whom the accusation is made, has at least 7 days after notice has been issued, to prepare their case. At the request of the member against whom the accusation is made, additional time may be granted by the Secretary or President, when necessary. The notice to the member(s) shall:
 - a) be in writing and delivered to the individual concerned, and
 - b) clearly set out the nature, particulars and basis of the alleged breach, and

- c) clearly set out the sanctions which may be imposed if it is determined that the alleged breach has occurred; and
 - d) clearly set out the time, date, composition of and place at which the relevant misconduct hearing will be conducted, and
 - e) advise the member that he or she has the right to attend and speak at the meeting, and the right to submit to the hearing written representations regarding the alleged breach, and
 - f) advise the Member he or she is entitled to representation at the hearing.
- 8.6 A Misconduct Hearing relating to a breach of this Code may be re-convened and/or adjourned at the discretion of the Executive.
- 8.7 A member does not have to prove his or her innocence and should not be disadvantaged unless the Executive can establish a case against him or her.
- 8.8 Minor Breaches – Face to face discussion between at least two Executive Members determined by the President or Secretary and the member for alleged minor breach of the code of conduct.
- The process will explain to the member their unacceptable action/s or behaviour/s
 - Ensure the member fully understands and accepts their unacceptable action/s or behaviour/s
 - Assist the member to mutually agree on a course of action to resolve the unacceptable action/s or behaviour/s.
 - Set a review period if required
 - Monitor the remedial action if required
 - Members of the Executive, the President or Secretary must be one of the executive members in the discussion.

9. Disciplining of Members

- 9.1 The Executive may, by resolution, take whatever action it deems appropriate, against any member found guilty of an act of misconduct. Such action may include (but is not limited to):
- a) Expulsion;
 - b) Suspension.

- 9.2 All resolutions of the Executive in relation to misconduct will be noted at a general meeting.
- 9.3 If the Executive takes any action against a member, the Secretary or President must, within 7 days after the action is taken, cause written notice to be given to the member of the action taken, of the reasons given by the Executive for having taken that action and of the member's right of appeal under Section 10 of this Code.
- 9.4 The Executive decision and/or penalty does not take effect:
- a) until the expiration of the period within which the member is entitled to appeal against the resolution concerned; or
 - b) if within that period the member exercises the right of appeal, unless and until the association confirms the resolution under Section 10, whichever is the latter.

10. Right of Appeal of Disciplined Member

- 10.1 A member may appeal to the Executive against a resolution of the Executive under Section 9 of this Code, within 7 days after notice of the resolution is served on the member, by lodging with the President or Secretary a notice to that effect, in writing (including e-mail).
- 10.2 The notice may, but need not, be accompanied by a statement of the grounds on which the member intends to rely for the purposes of the appeal.
- 10.3 On receipt of a notice from a member under clause (10.1), the Secretary or President must notify the Executive, which is to convene an Appeals Committee. The Chair of the Appeals Committee shall be a Life Member chosen by the Executive. The Chair will then select 2 other Life Members to form the Appeals Committee. The Appeals Committee must not include any members of the Executive, and must be able to act fully independent of the Executive. A meeting of the Appeals Committee is to be held no longer than 21 days after the date on which correspondence is received by the Secretary or President.
- 10.4 At a Meeting of the Appeals Committee convened under clause (10.3):

- a) The Executive and the member must be given the opportunity to state their respective cases orally or in writing or both, and
- b) The members of the Appeals Committee are to vote on the question of whether the Executive resolution should be confirmed or revoked.
- c) If the Appeals Committee passes a resolution in favour of the confirmation of the resolution of the Executive under Section 9, the resolution is confirmed.

11. Changes to the Code Of Conduct

11.1 Alterations to this Code of Conduct may be made by the Association's Executive, subject to any changes being endorsed by a simple majority of members present at the next available Association meeting.

11.2 The Code of Conduct may also be changed by way of a motion from the floor at any Association general meeting or by motion received via written correspondence received by the Secretary at least 7 days prior to the next available general meeting. Any such motion requires a majority vote of eligible voting members present at that meeting to be passed.
