



Referee Code of Conduct

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Introduction

Referees and Assessors are expected to conduct themselves at all times in a professional manner.

Each individual's conduct reflects not only on themselves, but also on fellow Referees and Assessors, this includes presence and conduct, even when not officially assigned duties at the relevant event.

General

Referees and Assessors:

- Must always have regard for the best interests of the game.
 - Must be in reasonable physical condition in order to be able to concentrate for extended periods.
 - Must have natural or corrected 20-20 vision and normal hearing.
 - Must have a full knowledge of the current Rules of Squash and their correct interpretation as laid down by the WSF and tournament specific rules as defined by the PSA or other official governing body.
 - Shall, at all times, conduct themselves in a professional and ethical manner and give due regard to the authority of tournament officials.
 - Shall, at all times, maintain complete neutrality with respect to all players and shall not enter into any relationship or take any action that casts doubt on their impartiality.
 - Must not gamble in any manner connected with any squash related activity.
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Attendance at an Event

Referees:

- Must attend all meetings scheduled by the Tournament or Championship Referee (referred to as Tournament Referee below), unless agreed with the Tournament Referee (TR) in advance or due to circumstances out of their control.
- Must give priority to the tournament schedule and adjust their own personal schedules accordingly where possible.
- Must advise the Tournament Director as soon as possible if taken ill or become otherwise unfit to referee during an event.
- Must fulfil all assignments given to them by the TR, unless previously accepted as unfit.
- Must accept all assessments against their current WSO level of refereeing (Level 4, Level 5) for quality control purposes, but may decline assessments against higher WSO levels of refereeing, if they feel that they are not ready for promotion.
- Should arrive on site at least 30 minutes prior to the start of any session and must be courtside at least 10 minutes prior to the start of all matches assigned to them.

- Must not officiate in any match where their participation may cast doubt on their impartiality. Any real or perceived conflict of interest whether it be a family, business, or other relationship will render an official unsuitable for such an assignment.
- Must not address players by their nicknames or in any way that could be construed as disrespectful
- Must not discuss any calls or decisions made by another Referee with anyone other than that Referee directly, unless it is during a team meeting or with the TR privately.
- Must ensure comments made at events, privately between referees cannot be heard by those not involved in the conversation.

Referees and Assessors:

- May not drink any alcoholic beverage until all their duties for the day have been completed and they have been released from duty by the TR.
- May not engage in excessive use of alcohol and/or other drugs that leads to behaviour that is deemed unlawful, creates a public nuisance, and/or public disturbance, and/or disturbance to a fellow official, player, coach or team manager.
- Behaviour must remain consistent with their professional image and their decision.
- May not at any time report for officiating showing signs of the consumption of alcohol or illicit drugs of addiction
- Shall not participate in media interviews or meetings with journalists, where any statement relating to squash refereeing could be printed or broadcast, without the approval of the TR
- Must attend all event functions, if invited.
- Must, at all times, respect the players' right to privacy. On no account should they attempt to talk to any player while the player is physically or mentally preparing for his/her match, nor immediately after the match.
- Must be attired and behave as if they were on duty, if present at a session of an event with no appointed duties.

Managing Distractions

Referees are expected to maintain concentration and focus throughout a tournament and especially throughout individual matches.

It is advisable to manage the expectations and demands of the event to ensure that when a match is to be officiated, that the referee is prepared and ready to execute their duty.

It should be remembered that throughout a tournament, referees may be expected to attend planned and unplanned meetings, watch other matches and take part in discussions as they occur.

Distractions which impact refereeing at an event must be avoided. This includes bringing work to an event or being accompanied by family, especially children.

Referees expected to manage their day (see hand-out WSO-H008 Managing Activation Levels)

Dress Code

Referees and Assessors:

- When on duty at an event, should wear the shirt or sweater of that particular event, if provided, with navy blue/black/grey trousers or skirt, and matching shoes;
 - When attending a social event in connection with an event, are expected to conform to the dress code indicated by the event organisers;
 - The following are considered inappropriate attire when attending any match or event function: shorts, jeans, t-shirts, caps, trainers and sandals. If there is any doubt as to what dress is appropriate (or inappropriate) for any particular occasion, Referees and Assessors are advised to discuss the matter with the event organisers.
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Mobile Phones

Use of mobile phones is not permitted whilst the Referee or Assessor are undertaking actual match duties, unless to fulfil a match duty where use of the phone is essential.

Texting, making or receiving calls, messaging, photography etc. is strictly prohibited during a match.

Social Media

Referees and Assessors:

- Should consider social media communications as public at all times - even if created with private intentions. If social media is to be used in any form, consider the communication may be read by anyone at any time.
- Should promote officiating in a positive light and with a general feeling of pride and professionalism. You are an ambassador for officiating.
- Have a unique access to information and so the same ethical restrictions that apply to any form of public speech also apply to social media. It is inappropriate to communicate specifics about assignments, other officials, conferences, schools, coaches, players or any related personnel.
- Should not engage in specific play and or ruling evaluation/commentary, whether it be of a game you were involved with, witnessed or in general about the impact of officials in a match.

- Should communicate among officials for learning purposes privately and not through the use of social media. Be mindful that email and other forms of direct communication can be made public.
 - Should be very sparing in the sharing of your personal information, including photos. Adjust security settings accordingly. Report fake profiles or posts to the appropriate authorities/governing bodies in a timely fashion.
 - Should follow any specific tournament and/or governing body social media policies.
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Personal Relationships

Referees and Assessors should recognise that anything that may lead to a conflict of interest either real or apparent should be avoided.

Referees and Assessors should maintain a clear boundary between friendship and intimacy with players which might include:

- Not engaging in any inappropriate relationships with players;
- Not mingle with the players before or after matches;
- Not seeking autographs from players.

This is necessary to maintain an appearance of impartiality and to minimize the possibility of a confrontation.

Referees and Assessors will be expected to declare any such conflicts prior to an event.

Extra-Curricular Activities

Referees and Assessors are permitted to partake in alternative activities (subject to other aspects of this code of conduct) provided that:

- All non-courtside activities defined for referees (e.g. briefings, meetings, workshops) are met (unless agreed with the Tournament Referee)
- Referees are available at the event at least 30 minutes prior to their allocated match time and be courtside 'ready' to referee at least 10 minutes in order to:
 - Prepare (mentally and physically) for the match.
 - Facilitate changes in schedule and timings.
- They can be contacted by the Tournament Referee (or delegated authority) at least every 30 minutes in the event of a problem occurring.
- The scheduling and workload of other referees is not impacted.

Participation in alternative activities are on the understanding that:

- The standard of refereeing is not impacted.
- Standard expenses and remuneration may be reduced in line with reduced availability

- Where there is a demonstrable negative impact on the standard of refereeing:
 - Referee duties will take priority over alternate activities.
 - Alternate activities will cease immediately for the remainder of the tournament.
 - Alternate activities will cease in the event of another referee being unavailable to discharge their duties.
 - There is an increased risk of code of conduct transgressions, complaint proceedings and impacted long term tournament selection.
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Safeguarding

WSO has a duty of care to ensure that young people do not encounter any form of abuse (e.g. physical, sexual, significant harm).

WSO referees and assessors must adhere to the WSF safeguarding policy.