



AUCKLAND FOOTBALL FEDERATION

CODE OF ETHICS AND PROFESSIONAL CONDUCT FOR REFEREES (COEAPCFR)

This code consists of four (4) ethical principles **of Responsibility, Integrity, Competence and Respect** guiding our conduct and behavior, deeming what is acceptable and therefore implicitly what is “not acceptable”.

Further, at the end of this document under the heading General Information are the sanctions that may be incurred if it is deemed a breach of the COEAPCFR has in fact occurred.

1. **Responsibility:** The ‘Laws of the Game’ and Auckland Football Federation bestow all appropriate authority and power on referees. Thus this privileged position must be taken seriously and managed with dignity, respect, responsibility and professionalism. Referees carry responsibility to themselves, their profession, Auckland Football Federation competitions organized and approved by Auckland Football Federation and New Zealand Football

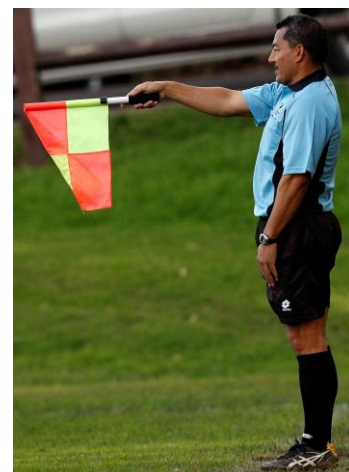
Specifically, referees shall:

- At all times be aware of their professional responsibilities to the players and teams in the game in which they are officiating and to the competition to which they are appointed and to Auckland Football Federation.
- Be responsible for their actions, and ensure as far as humanly possible that they carry out their duties to the best of their ability.
- Carry out their duties in a timely, responsible, professional and respectful manner.
- Protect the reputation and profession of Auckland Football Federation by ensuring that all activities carried out conform to the provisions of the COEAPCFR.

2. **Integrity:** Referees are obliged to be honest, impartial, objective, and professional in carrying out their duties as outlined in the FIFA Laws of the Game and in terms of representing Auckland Football Federation.

Specifically, referees shall:

- Conduct themselves in a professional manner at all times, both on and off the field, and carry out their duties to the best of their ability.
- Seek support, guidance and advice from peers, colleagues, mentors and/or coaches with regard to issues that may hamper their performance as a referee.
- Where asked, give support guidance and advice to peers and colleagues, with regard to issues that may hamper the peers' or colleagues' performance as a referee.
- Avoid situations or engage in activities or behaviour, which might oblige them or lead to them contravening the provisions of the COEAPCFR.
- Not accept or attempt to secure fees or benefits over and above those fees agreed through Auckland Football Federation.
- Honour all refereeing commitments except in the case of illness or unexpected circumstances whereby their ability to perform their duties would be impaired and in such circumstances to notify, the appropriate persons within Auckland Football Federation as soon as practicable when being made aware they cannot meet their commitment.
- Not exploit any relationship to further their own or others personal or professional interest including the soliciting of appointments.
- Refuse any appointments from any other party, other than those sanctioned by Auckland Football Federation, without obtaining prior approval from Auckland Football Federation in the first instance.
- Be aware of the nature of dual relationships and where possible avoid such positions that could lead to the undermining of the integrity of refereeing or Auckland Football Federation.
- Bring to the attention of Auckland Football Federation any activities of a colleague, coach or official that is clearly harmful or unethical and/or could be considered as a potential breach of the COEAPCFR.



3. **Competence:** Referees shall act professionally at all times, adhere to the required standards and the relevant competencies required as appropriate to the level of football at which they are qualified to officiate. They must maintain and update their knowledge and skills at every opportunity.

Specifically referees shall:

- Comply with the rules of competition sanctioned by Auckland Football Federation, uphold and administer the Laws of the Game to the best of their ability and develop the skills and knowledge appropriate to the level at which they are officiating.
 - Engage in continuing their development in terms of all aspects of refereeing, i.e. physical fitness, knowledge, application and interpretation of the Laws of the Game.
 - Accept the obligation to know, understand and to operate within the provisions of the COEAPCFR
 - Refrain from officiating when their ability to carry out their duties in a professional and competent manner is impaired by physical, medical or other reason.
 - Seek relevant, competent and professional assistance to improve and remedy any difficulty that prevents or inhibits their ability to carry out their duties in a professional and competent manner.
4. **Respect:** Referees shall honour, respect and uphold the fundamental rights, dignity and worth of all players, officials and spectators of the sport. They shall be mindful and respect difference based on age, gender, ethnicity, race, culture, religious belief or other difference.

Specifically referees shall:

- Treat all players, coaches and officials equally and without fear or favour and respect any difference based on age, gender, ethnicity, race, culture, religious belief or other difference.
- In the course of their duties safeguard the respect of players and coaches based on age, gender, ethnicity, race, culture, religious belief or other difference and deal with any infringements of these rights in context of the Laws of the Game or the rules of the competition under the control of Auckland Football Federation.
- Take all reasonable and necessary preventative actions so as not to allow themselves to be compromised by events or situations where individuals respect or dignity could be undermined in the context of age, gender, ethnicity, race, culture, religious belief or other difference.
- Reject corruption, drugs, racism, violence and all other forms of discrimination plus other dangers to sport.

General Information:

Any alleged breach of the Code of Ethics and Professional Conduct for Referees will be handled by Auckland Football Federation and may result in one of the following or a combination of the following being invoked

- No action being taken
- A verbal warning being issued
- A written warning being issued
- Suspension
- A monetary fine
- Referral to a judicial hearing by AFF

Suspensions: Referees as Players/Coaches/Managers

If a referee is also a player, coach or manager and is suspended as a result of their conduct as a player, coach or manager, the referee will not be appointed to games, at any level or competition, during the period of that suspension.

Furthermore, should a referee be suspended for a breach of the COEAPCFR, they are suspended from all participation in the game (as a referee, player, coach or manager) for the full period of suspension.

For the avoidance of doubt it is the responsibility of the referee to notify the relevant appointments officers of their suspension at all levels of the game.

Uniforms:

Official AFF Referee Uniforms are not to be worn at matches or competitions that are not sanctioned by Auckland Football Federation.

If a sponsor or any other party supplies a uniform as part of an agreement for special leagues/competitions/matches, the uniform must be worn when officiating on those leagues/competitions/matches only, as a condition of appointment and must not be worn in any other competition/league or match.

Reference of Referees in the Code of Ethics and Professional Conduct For Referees, includes Referees / Referee Coaches / Referee Administrators / Life Members

A referee shall include all active and non-active referee members

A referee coach shall include all active and non-active referee coach members

An administrator shall include any person who is an elected or appointed administrative capacity, whether paid or a volunteer.

The Code of Ethics and Professional Conduct for Referees is part of the Referees Handbook and is to be read in conjunction with the Referees Handbook. Where there is a conflict between the Code of Ethics and Professional Conduct of Referees and the Referees Handbook the Code of Ethics and Professional Conduct for Referees will prevail.

Where there is a conflict between the Auckland Football Federation Code of Ethics and Professional Conduct for Referees, the Referees Handbook or the New Zealand Football Code of Conduct then the New Zealand Football Code of Conduct shall prevail.

COEAPCFR = Code of Ethics and Professional Conduct for Referees
AFF = Auckland Football Federation

