



Referees Code of Ethics and Conduct

Football Victoria

1. INTRODUCTION

This Code provides Football Victoria (FV) match officials an indication of the standards of conduct and ethical behaviour expected of them. Any breaches of this Code should be reported to the FV Referees Department at "Referees@footballvictoria.com.au". Football Victoria will then consider appropriate action including but not limited to deregistration or suspension or sanction under the Grievance, Disciplinary, and Tribunal By- Law.

2. ETHICS

- 2.1. Perform your duties as a referee without bias and maintain the highest standards of integrity and honesty. These standards shall be maintained in associated off-field activities.
- 2.2. Treat everyone equally, regardless of their disability, gender, ethnic origin, cultural background, sexual orientation, religion, age and political or club affiliation.
- 2.3. Conduct yourself with dignity on and off the field. Do not act in a manner that brings yourself, your colleagues or FV into disrepute.
- 2.4. Do not gamble, or encourage any other person to gamble, on a football match with which you are associated.
- 2.5. Do not referee matches where you have a potential conflict of interest, real or perceived, including:
 - a) Family member playing, coaching or involved in any club capacity with any of the participating teams.
 - b) Having a personal relationship with any person involved in a playing, coaching or club capacity with any of the participating teams.
 - c) A referee cannot officiate in any league that they are playing in.
 - d) A referee cannot officiate for fixtures involving the club they are registered with on PlayFootball.
- 2.6. Treat fellow referees with respect. Negative comments and criticism about or towards another referee or the FV Referees Department, verbal or written including on social media, is prohibited. Comments and criticism should be communicated to the FV Referees Department.

3. CONDUCT STANDARDS

- 3.1. Be honest, consistent, objective, impartial and courteous when applying the rules of the game. You must resist any possible influence from protests on the part of participants or spectators of the game.
- 3.2. Be physically and mentally fit to referee the match you are assigned at the required standard. This includes completing fitness testing requirements and training workshops as directed by FV. Fitness test requirements can be found via the below link: (<https://www.footballvictoria.com.au/resources/referees/match-resources>)
- 3.3. Maintain a smart appearance both on and off the field, including wearing the correct referee uniform in all FV appointments. Referee uniform guidelines can be found here (<https://www.footballvictoria.com.au/resources/referees/match-resources>)
- 3.4. Your knowledge of the laws and rules of competition must be up-to-date and thoroughly understood, including any recent amendments.
- 3.5. Your responsibility is to your senior appointment of the day. Do not undertake other appointments earlier on the same day unless specifically arranged with your appointment officer. Be punctual and allow enough time to properly make your appointed fixture (arrive at least 45 minutes before the scheduled start of the game).

- 3.6. Report all on field and off-field misconduct. Set out the facts as you see them in writing, within 24hrs of the conclusion of the match
- 3.7. Complete all administrative tasks, including match record paperwork (match results, goal scorers, best/fairest votes, yellow/red cards, misconduct reports, incident reports, facility reports) within 24hrs of the conclusion of the match and to the standard required. For clarity, all NPL, NPLW, WVPL, Men's State League and Women's State League match record paperwork must be submitted via the online SportsTG platform within 24hrs of the conclusion of the match. For NPL and NPLW all match scores must be submitted within 60 minutes of the conclusion of the match.
- 3.8. Ensure 14 days' notice is given to the FV Referees Department and/or your appointments officer if you become unavailable for an appointment, in accordance with FV 'Schedula Availability User Guidelines', guidelines can be found here (<https://www.footballvictoria.com.au/resources/referees/registrations-appointments>)
- 3.9. Notify FV of your unavailability to referee any match in accordance with FV 'call off' guidelines. 'Call Off' guidelines can be found via the below link: (<https://www.footballvictoria.com.au/resources/referees/registrations-appointments>)
- 3.10. Notify FV if you are contacted by any person or FV club with a request to referee any matches involving FV clubs. Referees are not permitted to referee any match involving any FV club unless appointed by the FV Referees Department or a Branch Appointments Officer.
- 3.11. FV will appoint referees to matches on a week to week basis in its absolute sole discretion.

4. DISCIPLINE

- 4.1. If you witness a fellow referee breaching this code, inform them of the breach - they may be unaware. In serious circumstances, report the breach to the FV Referees Department.
- 4.2. Referees breaching this code or being the subject of a complaint by a colleague or third party, may be called upon to explain their actions. If proven, the referee may be subject to disciplinary action as decided by the FV Referees Department, Discipline Department or Tribunal.
- 4.3. FV may enforce the terms of this Code and invoke the sanctions only if it has given the party alleged to have infringed this Code:
 - (a) reasonable details of the alleged infringement;
 - (b) the opportunity to respond;
 - (c) the opportunity to be heard in relation to the issues of infringement and sanction.
- 4.4. The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction. In the event a sanction is imposed and you dispute the sanction or purported action taken under this Code, you may request a review by the Tribunal of the sanction provided that you do so in writing to the FV Referees Department within 7 business days of notice of the sanction. Your request for review must include a completed 'Tribunal Request Form – Federation Imposed Penalty' at Part A of Schedule 3 to the Grievance, Disciplinary and Tribunal By-Law 11. For avoidance of doubt, the Tribunal Request Fee will be payable.
- 4.5. In the event you are given a suspension in any other capacity outside of refereeing by Football Victoria, you will not be permitted to undertake any referee match day activities for the duration of the suspension.

5. MEMBER PROTECTION

FV implements the FFA Member Protection Policy, please see below link for further details: (<https://www.footballvictoria.com.au/policies>)

6. INTEGRITY PROCESS

FV is part of the FFA's integrity process, if you see anything that compromises the integrity of a match (e.g. match fixing), please see below link for further details regarding how you must report the matter: (<https://www.footballvictoria.com.au/policies>)