



Northern NSW Football Referees Code of Ethics and Conduct

1. INTRODUCTION

This Code provides Northern NSW Football Referees and Assessors with an indication of the standards of conduct and ethical behaviour expected of them. Any breaches of this Code should be reported to the Northern NSW Football Referee Department at referees@northernnswfootball.com.au. Northern NSW Football's Disciplinary Chair (or his or her representative) will then consider appropriate action including but not limited to non-appointment to matches, deregistration or suspension.

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 NNSWF 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. Ensure you make conflicts of interest, including family relationships to players, apparent to the Referee Appointments Officer.
- 2.6 Treat fellow referees with respect. Negative comments and criticism about or towards another referee or the NNSWF Referee Department, verbal or written including on social media, is prohibited. Comments and criticism should be communicated to the NNSWF Referee Department.





3. CONDUCT STANDARDS

- 3.1 Be honest, consistent, objective, impartial and courteous when applying the Laws of the Game. You must resist any influence from protests on the part of participants or spectators of the game.
- 3.2 Be physically and mentally fit to meet the required standards to referee the match you are assigned. This includes completing fitness test requirements as required by NNSWF.
- 3.3 Maintain a smart appearance both on and off the field, including wearing the required Umbro referee uniform. Referee uniform guidelines can be found using the Uniform and Equipment guide in the 2023 Match Official Handbook.
- 3.4 Your knowledge of the Laws of the Game and competition rules 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 appointed or specifically arranged by the Referee Appointments 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, recording any necessary information and describing the event as you saw it. All Send-Off and Incident Reports must be submitted no later than 9.00am the next Business Day after the end of the match.
- 3.7 Complete all administrative tasks, including the teamsheet and Best and Fairest Player Points, at the conclusion of the match and to the standard required.
- 3.8 Any unavailability to officiate must be logged on Squadi (MatchRef for Zone League Competitions) no later than Monday 9am for the upcoming week (Premier Senior Competition referees are required to log their unavailability by Friday 9am the week before). If, for any reason, you become unavailable for an appointment, notify the Referee Appointments Officer as soon as possible.





- 3.9 Notify NNSWF of your unavailability to referee any match in accordance with NNSWF 'withdrawal' guidelines. 'Withdrawal' guidelines for appointments on MatchRef can be found in the MatchRef User Guide.
- 3.10 NNSWF will appoint referees to matches on a week-to-week basis at 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 NNSWF Referee Department.
- 4.2 Referees found 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 member may be subject to disciplinary action as decided by NNSWF's Disciplinary Chair (or his or her representative).
- 4.3 For the party alleged to have infringed this Code, NNSWF may enforce the terms of this Code and invoke the sanctions only if it has given the party:
- (a) reasonable details of the alleged infringement;
 - (b) notice of the possible sanctions; and
 - (c) the opportunity to be heard in relation to the issues of infringement and sanction.
- 4.4 The scope and implementation of disciplinary sanctions is as specified in the FA Constitution.
- 4.5 The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.

5. MEMBER PROTECTION

NNSWF implements the FA National Member Protection Policy. Please see the below link for further details: <https://www.footballaustralia.com.au/member-protection-framework>





6. INTEGRITY PROCESS

NNSWF is part of FA's integrity process. If you see anything that compromises the integrity of a match (e.g. match fixing), please see the below link for further details:
<https://www.footballaustralia.com.au/governance/statutes-and-regulations>

