

REFEREE COMMITTEE

CODE OF ETHICS FOR REFEREES

1. That I shall always maintain the utmost respect for the game of soccer.
2. That I will conduct myself honorably at all times and maintain the dignity of my position.
3. That I shall always honor a contractual obligation.
4. That I will endeavor to attend local meetings and clinics so as best to know the laws of the game and their proper interpretation.
5. That I will always strive to achieve maximum teamwork with my fellow referees and assistant referees.
6. That I shall be loyal to my fellow referees and assistant referees and never knowingly promote criticism of them.
7. That I shall be in good physical condition so as to be in the right place at the right time.
8. That I will control the players effectively by being courteous and considerate without sacrificing firmness.
9. That I shall do my utmost to assist my fellow officials to better themselves and their work.
10. That I shall not make statements about any game except to clarify an interpretation of the laws of the game.
11. That I consider it a privilege to be part of the United States Soccer Federation and I will strive to make my actions reflect credit upon that organization and its affiliates.

UNITED STATES SOCCER FEDERATION
BOARD OF DIRECTORS AND REFEREE COMMITTEE

STATEMENT OF POLICY

SYSTEM OF OFFICIATING SOCCER GAMES

The FIFA laws of the game recognize only one system for officiating soccer games, namely, the system consisting of three officials—one referee (law 5) and two assistant referees (law 6). *All national competitions sponsored by the USSF require the use of this officiating system.*

In compliance with the FIFA laws of the game which have been adopted by the national council (rule 1001), all soccer games sanctioned directly or indirectly by member organizations of the USSF must employ the FIFA system (three officials). As a matter of policy, the USSF referee committee prefers the following alternatives in order of preference:

1. One USSF referee and two assistant referees, both who are USSF referees (the standard all organizations should strive to meet).
2. One USSF referee and two assistant referees, one of whom is a USSF referee and one of whom is an associate of the local referee program.
3. One USSF referee and two assistant referees who are both associates of the local referee program (FIFA system) and only if there are not enough USSF referees to have #1 or #2.
4. One USSF referee and two club linemen who are not associates of the local referee program (FIFA system) and only if there are not enough USSF referees to have #3.

Member organizations and their affiliates should make every effort to assist in recruiting officials so that enough USSF referees will be available to permit use of the FIFA officiating system for all their competitions.

UNITED STATES SOCCER FEDERATION

REFEREE COMMITTEE

STATEMENT OF POLICY

REFEREES' RESPONSIBILITIES TO AFFILIATED GAMES

A person registered with the USSF has the right to participate in referee courses and clinics conducted by the USSF and its affiliates and to be examined and graded from time to time, all for the purpose of assisting the referee in improving his/her officiating skills as well as qualifying him/her for higher level competition. A USSF registered referee also has the responsibility to officiate games among youth and senior teams that are affiliated with the USSF so that affiliated teams do not have a shortage of qualified officials for their competitions. Recognizing these rights and responsibilities, the USSF referee committee adopts the following policy:

1. The primary duty of a USSF registered referee is to officiate games among teams (youth and senior) which are affiliated with the USSF.
2. In order to prevent any referee from taking benefit USSF referee development programs without also assisting affiliated teams in conducting their competitions, the state referee administrator has the authority to refuse registration and to refuse participation in USSF sponsored referee development programs to a referee if the administrator determines that the following conditions exist:
 - A. There is a shortage of qualified referees for games involving USSF affiliated soccer teams.
 - B. The referee during the past calendar year has officiated more games for unaffiliated soccer teams than for USSF affiliated soccer teams (school sponsored games are not to be considered as either affiliated or unaffiliated games for this purpose).
 - C. The referee has not officiated during the past calendar year a minimum of six (6) games at his/her highest level, unless written clearance has been received by the referee from the SPA or referee committee chairman.

IESRA

GENERAL GUIDELINES FOR REFEREES

1. In order to be in good standing, a member shall:
 - (A) Accumulate one (1) point in the association's calendar year (AGM to AGM) To earn this point, a member must have refereed 1 or more games for the association in the year starting from the day after the last AGM and until the day of the AGM for the current year, or during that period attend 3 general meetings.
 - (B) Be in good financial standing with the Association, i.e. shall not owe any monies to IESRA.
 - (C) Respect and obey any and all decisions made by this Association.
 - (D) Conduct him/herself honorably and with integrity at all times.
 - (E) Promote organized soccer.
 - (F) Be on the active members list, i.e. not currently serving a suspension.
 - (G) Be on the registered referees list.
2. A member officiating in a game wherein a player has been ordered from the field shall:
 - (A) Write the game report and supplemental report and post it within twenty-four (24) hours to the secretary of the league under whose jurisdiction the game is being played. The player/administrator pass should accompany the game report in the case of violent conduct and/or referee assault. Note: See section 8 for instructions on reporting referee assault.
3. A member when assigned to a game shall be on the playing field, in uniform, at least thirty (30) minutes before the official time for the start of the game.
4. A member shall be willing to accept feedback of fellow members in order to improve his/her understanding of the Laws of the Game.
5. A member shall be responsible for setting blocks on Arbiter ten (10) days in advance. If a member fails to set blocks the minimum number of days in advance he/she may be subject to the turn-back policy outlined in section 7A below.
6. No member shall:
 - (A) Change their assignments unless duly authorized by the Association's assignor. Notification of such change shall be sent to the Secretary and Treasurer of this Association. (Note: see item 7 below.)
 - (B) Assign him/herself so as to interfere with official assignments approved by CSA-South, CYSA-South and/or this Association assignor. Failure to comply is subject to a penalty assessment and/or exclusion from further activities as recommended by the membership.
 - (C) Hold the Association responsible for uncashed checks after ninety (90) days from date of issue. There will be no exceptions.

(D) Amend or modify FIFA Laws of the Game or the Rule of Competition as set forth by competitions IESRA is contracted to..

(E) Conduct oneself in a manner that could be seen as overly friendly with coaches, players, or spectators. i.e. hugs, extended conversations, etc.

7. Member responsibility for turn-backs, no shows and late arrival (Note: turn-back policy only applies to games that have previously been accepted.):

(A) **Turn-back Policy:** Because games are accepted by the member, for each game turned back, there may be a turn-back assignor's fee, the amount of which is to be set by the Executive Board. This fee is assessed due to the Coordinator of Referee assignments having to reassign the game(s). Any member who turns-back assignments later than 11:59 am the Thursday before the scheduled assignment will be subject to the no-show policy outlined below.

(B) **No-Show Policy:** As an independent contractor, the member referee is obligated to live up to their part of the contract for assignment of games. The Executive Board is empowered to assess a monetary penalty up to the game fees the member would have earned. The Executive Board may establish a maximum dollar amount that such penalty may not exceed. The member retains the right to appeal the penalty by written notification to the Secretary and 1st Vice President within 90 days of the date of penalty notification. The penalty will then be contingent upon a final decision by the Inquiry Board.

If the Executive Board determines that a member official is a habitual no-show, game assignments will be withheld for a period to be determined by the Inquiry Board or the member may be expelled from the association. The duration of the period where games assignments are withheld or possibility of expulsion will be based on the number of no-shows. The member retains the right to appeal the penalty by written notification to the Secretary and 1st Vice President within 90 days of the date of the Inquiry Board decision. The penalty will then be contingent upon a final decision by the Inquiry Board.

(C) **Late Arrival Policy:** Accepting the assignment to officiate the match (either as the referee or assistant referee) and knowing the Association's requirement of having officials arrive thirty (30) minutes before the scheduled start time of the match, you have affirmed that you would be at the pitch ready to commence your contracted service as prescribed. In the event that a member knows they will be late they shall contact their crew as well as the referee coordinator, if one is present, notifying them of such. The Executive board, understanding that situations beyond your control do arise, is empowered to assess a monetary penalty to any referee that is late to a match. This penalty will be imposed immediately. The member retains the right to appeal the penalty by written notification to the Secretary and 1st Vice President within 90 days of the date of penalty notification. The penalty will then be contingent upon a final decision by the Inquiry Board.

If the Executive Board determines that a member official is habitually late for matches, the member may be removed from the active member list and game assignments withheld for a period to be determined by the Inquiry Board. The duration of the period where games assignments are withheld will depend on the number of late arrivals. The member retains the right to appeal the penalty by written notification to the Secretary and 1st Vice President within 90 days of the date of the Inquiry Board decision. The penalty will then be contingent upon a final decision by the Inquiry Board.

8. **Reporting Referee Assaults:** The member's responsibilities for reporting the what, when, who and how.

REFEREES:

Step 1 **ADULT MATCHES:** Call the president of CSA-S, and report the incident within twenty-four (24) hours

YOUTH MATCHES: Call the State Youth Referee Administrator and report the incident within twenty-four (24) hours.

Referee assault reports can be faxed. All items faxed must be followed up with posting of original USSF referee report and player or coach's card of persons involved in the assault.

Step 2 Complete a USSF referee report and mail it within twenty-four (24) hours to the address below. Include with the report any player or coaches cards involved in the assault and a copy of the league game card (the line-up card that you received from the coach, that show the names of the players and team officials).

ADULT MATCHES MAIL TO:

CSA-S
2363 South Atlantic Blvd.
City of Commerce, CA 90040

ADULT MATCHES FAX TO:

CSA-South
(213) 263-7158

YOUTH MATCHES MAIL TO:

CYSA-South
2051 East Cerritos Avenue
Suite 8C
Anaheim, CA 92806

YOUTH MATCHES FAX To:

CYSA-South
(714) 778-1668

Step 3 Mail the league game report card and a copy of the referee report to the league. The same place you always send the league game report card (address is usually on the back of the game line-up card or supplied envelope).

Step 4 Call the President of IESRA and report the incident and then mail or fax a copy of the report to the Secretary of this Association.

ASSISTANT REFEREES:

Step 1 Mail a completed USSF referee report within twenty-four (24) hours to the appropriate address listed in item #2 above.

Step 2 Mail a copy of your referee report to the Secretary of this Association within forty-eight (48) hours.

NOTE: California penal code section 243.8 covers the act of assault on a referee or assistant referee. The Association strongly recommends that members, who have been assaulted, report the incident to the appropriate law enforcement agency having jurisdiction where the incident occurred.

9. Assessments for grade maintenance, up grading, or self-improvement is to be scheduled by the member through the Association's Coordinator of Referee Assessments. Assessments need to be accomplished by December 31st of each year. The types of assessments needed are listed below. Grade seven (7), six (6) and five (5) referee assessments will only be conducted on U-19 and higher games. Grade eight (8) referee assessments shall be games and ages of appropriate challenge.

<u>GRADE</u>	<u>MAINTENANCE</u>	<u>UP-GRADING</u>	<u>ASSESSMENTS REQUIRED</u>
8	N/A	8 to 7	None
7	N/A	7 to 6	2 Assessments Fitness test
6	2 Assessments Fitness Test	6 to 5	3 Assessments Fitness Test
5	3 Assessments Fitness Test	5 to 4	See USSF Website

IESRA

Sexual Harassment/Assault Policy

- 1) Since a majority of this Association's involvement is with youth organizations there will be zero tolerance for any behavior including, but not limited to:
 - A) Unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature
 - B) Sexual jokes, sexual teasing, innuendos, or sexual pranks
 - C) Verbal abuse of a sexual nature
 - D) Touching or grabbing of a sexual nature
 - E) Repeated and purposefully standing too close or brushing up against a person
 - F) Repeatedly making sexually suggestive gestures
 - G) Use of one's power or authority to gain sexual favors
- 2) The behavior outlined above does not need to be directed at a player, coach, spectator, or official to be considered sexual harassment.
- 3) The harasser or victim can be of any gender.
- 4) Treatment of sexual harassment/assault accusations:
 - A) **Sexual Harassment:** Any member who is accused of sexual harassment will be immediately submitted for review by the Inquiry Board. A member who is found guilty will be punished based on the severity of the misconduct, up to and including expulsion from the association.
 - B) **Sexual Assault:** Any member who is accused of sexual assault will be immediately suspended pending review by the Inquiry Board. A member who is found guilty will be expelled from the Association immediately.
- 5) Definitions of terms used above:
 - A) **Sexual Harassment:** Unwanted or unwelcome behavior of a sexual nature or that could be interpreted as sexual in nature.
 - B) **Sexual Assault:** Sexual acts performed on a person who has not given or is unable to give consent. Forcing or coercing someone to perform sexual actions. Actions include rape, groping, and sexual abuse of a child.
 - C) **Player:** Any person who is listed on the team roster or whose official card appears in the packet provided by the team.
 - D) **Coach:** Any person listed as a coach or administrator on the team roster or whose official card

appears in the packet provided by the team.

E) Official: Any person who is currently registered with USSF as a referee.

F) Spectator: Any person at the field who does not fall into one of the categories listed above.