

THE CODE OF CONDUCT/ ETHICS FOR SRI LANKA SOCIETY) OF RUGBY FOOTBALL REFEREE MEMBERS. (Hereinafter Known as SLSFR)

Code of Conduct

All referees in Sri Lanka and members of the SLSRFR whether they are in the Active Panels or not, are subject to SLSRFR Code of Conduct. Important elements of the Code include: (the word referee is used in general and this is applicable to all members whether they serve in any capacity or not)

1. As referees, we treat each other with respect equity and dignity, regardless of personal opinions, whilst recognising and valuing individual and cultural differences and being sensitive to them. We communicate appropriately, frequently and honestly, listening to each other heedless of gender, race, age or position.
2. Referees should not accept hospitality or gifts from any sources or engage in a relationship that may cast doubt on their impartiality.
3. All appointment of referees will be done by the SLSRFR. If any requests are made for officiating community rugby such requests should be channelled to the referee's society and the referee too should keep the society informed of such requests made on a personal basis or otherwise.
4. No payments of any sort for providing services shall be accepted by the referee and all such payments shall be channelled through the society.
5. Referees should not publicly criticize fellow referees, match officials or administrators
6. While on official duty, a referee should always conduct him or herself in a manner befitting the position
7. If a referee has a grievance, it should be directed through the appropriate channels for resolution.
8. Unless a referee is specifically contracted to SLRFU / SLSRFR, he or she provides his or her services on a voluntary basis, in spite of any game fees that may be paid.
9. Referees' performance, rating and placement on a Panel are subject to SLSRFR evaluation process and may be reviewed at any time during the season. SLSRFR recognises the key role referees play in the lives of young people playing rugby.
10. Referees have a responsibility to take necessary steps to ensure that they referee in a positive and healthy environment. This also means that they are always aware of the child welfare policy
11. They also have a responsibility to themselves and Sri Lanka Rugby to ensure that they conduct themselves in a way that reflects the principles of the game of rugby.

According to Law 6.A.4, the referee is the sole judge of fact and Law during a match. As this is an onerous and responsible position, it's vitally important that the referee conduct him or herself beyond reproach at all times.

In Detail

Referees shall:

- Be members of the SLSRFR.
- Club / School Affiliation
 - As a member of the Sri Lanka Society of Rugby Football Referees you should disclose all affiliation to SLSRFR, both now and in the future.
- We truly care for all participants in rugby, be they, players, coaches, administrators or spectators. We build enduring relationships by understanding and anticipating their needs and serving them better each time than the time before. These groups of sportsmen and sportswomen can rely on us to consistently deliver refereeing. To constantly display the highest standard of equity and to unyieldingly promote outstanding sportsmanship between them, in order that each can realise maximum enjoyment.
- Highest Standards of Integrity
 - We are honest and ethical in all our sporting interactions, starting with how we treat each other. We base our decisions on fairness and equity for the good of the game and its participants across all levels of our sport. We remain loyal to and promote membership of our group, keep our commitments and admit our mistakes. Our personal conduct, both on and off the field ensures that our name is worthy of trust.
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- Innovation
 - We appreciate that progress through change is vital to both our personal development in refereeing, and for the wellbeing of the game of rugby. We must learn from our mistakes and encourage creativity.
- Teamwork
 - We encourage and acknowledge achievements which benefit our referees and also understand the importance of recognising the potential and developing the skills within each of us. We freely join with fellow colleagues and athletes across team boundaries to advance the interest of rugby and that of all its participants. The team spirit within referees extends to being responsible and caring partners with all other participants in rugby.
- In cases where this code of conduct is deemed to have been breached, action will be taken which is consistent with the severity of the offence.

- In these circumstances, SLSRFR committee of Management will review and make a decision.
- Referees not deemed worthy to continue their involvement with SLSRFR through misconduct and/or not meeting expectations may find themselves excluded.
- Sign that you agree to abide by the Code of Ethics and Child Welfare Policy.
- Act as a role model and promote the positive aspects of rugby and maintain the highest standards of personal conduct.
- Respect the rights; dignity and worth of every participant of the game. And treat everyone equally, regardless of gender, disability, ethnic origin, religion, etc.
- Child
 - The welfare of the child is paramount
 - All participants regardless of age, gender, ability or disability, race, faith, size, language or sexual identity, have the right to protection from harm
 - All allegations, suspicions of harm and concerns will be taken seriously and responded to swiftly, fairly and appropriately
 - Everyone will work in partnership to promote the welfare, health and development of children
- Develop an appropriate relationship with the young persons under their supervision.
 - Report any concerns to the Child Welfare.

Protection for Referees

Referees should:

- Be responsible for monitoring the boundaries between a working relationship and friendship with players
- Avoid being alone with underage persons.
- Never shower alone with children
- Not make sarcastic or flippant remarks about player and specially a child
- Never deal with injuries unless qualified to do so
- Encourage players to be responsible for their own behaviour and performance
- Encourage coaches/parents to act responsibly and to be responsible for the behaviour and performance of players
- Encourage fair play

- Ensure that safety is paramount in all games
- Agree appropriate times for entry to changing rooms to deal with match preparation

As a role model they should:

Be punctual, prepared and well presented.

- Ensure players comply with the Laws of the Game.
- Ensure players respect each other.
- Ensure players respect the referees and other officials.
- Never criticise individual players.
- Never criticise coaches or parents.
- Behave in a manner that represents the SLSRFR before, during and after the match.
- Develop our Personal plans and Goals and train ourselves to keep abreast of laws its application, game management and the physical and mental requirements.

REFEREES CODE OF CONDUCT

I, (Block Capitals)

Of

Confirm that I have read the referees code of conduct and that,

- 1 I will respect the rules and procedures as laid down by the SLSRFR
- 2 I will act as a role model and promote the positive aspects of the game of Rugby
- 3 I will respect all players and Club Officials and treat all players respectfully
- 4 I understand and will respect the Child Welfare Policy.
- 5 I will encourage fair play and praise effort.

I declare my current affiliations in rugby are as below and I also agree to keep the society informed of any changes in the future

Details of affiliations are:

I consent to my particulars being forwarded to the SLRFU / Ministry of Sports with the understanding that any information received will be treated in a highly confidential manner and only those officials authorised will have access to such information.

Signed: _____

Date: _____

To be signed and returned to

Secretary
SLSRFR