



Code of Conduct

of the

Newcastle Coalfields Rugby League Referees Association

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Association Constitution Sub-committee

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1. Scope

1.1 All members of the NEWCASTLE COALFIELDS RUGBY LEAGUE REFEREES ASSOCIATION INCORPORATED (herein called "the Association") shall be bound by this Code of Conduct and agree that by their continued membership of the Association, they accept the spirit and intent of this Code and agree to be bound by it.

1.2 The spirit and intent of this Code is to outline to all members what is expected from their behaviour as referees and members of this Association.

1.3 The Code shall ensure that all members of the Association are able to enjoy their refereeing, training and Association social activities free from harassment and discrimination.

1.4 Members will be well aware of their obligations to their fellow members and the Association.

Definitions

In this Code of Conduct, unless the contrary intention appears the definitions have the same meaning as those in Part 1 of the Objects and Rules for the Newcastle Coalfields Rugby League Referees Association Incorporated,

2. Duties and Obligations of Referees

2.1 All members, will to the best of their ability, fulfil any and all appointments given to them by the Newcastle Rugby League Referees Operations Manager, or any other authorised officer of the Newcastle Rugby League or the Association.

2.2 All members are to be present at their appointed venue at a suitable time prior to the scheduled start time of their first appointment, in accordance with instructions issued by the Newcastle Rugby League Operations Manager or the Association.

2.3 In the event that a member of this Association is unable to complete an appointment that they have commenced due to illness or injury and no "stand-by" official is available, members of this Association should make themselves available to complete that appointment or as directed by the Referees Operations Manager or Coaching Panel member present at the Ground as soon as possible.

3. Sponsorship

3.1 No member shall enter into any form of personal sponsorship agreements that conflict with the Association's current sponsors, unless previously authorised, in writing, by the Association Board.

3.2 Members shall advise the Association Board in writing immediately they enter into or are currently bound by any personal sponsorship agreements that relate to their refereeing activities.

4. Personal Conduct

4.1 At all times, members are expected to act with the utmost integrity and act in a proper and professional manner, befitting their status as a Rugby League Referee and a member of this Association.

As such members shall not:

4.1.1 Use foul and/or abusive language at any player, coach, club official, league official, Association member, another Referee, member of the media or member of the public;

4.1.2 Discriminate against any member or employee of this Association, player, coach, club official, league official or member of the public based on their gender, race, colour, sexual preference, age, disability or religion;

4.1.3 Harass (sexually or in any other manner), any member or employee of this Association player, coach, club official, league official or member of the public based on their gender, race, colour, sexual preference, age, disability or religion;

4.1.4 Make any form of inappropriate or unwanted contact (including, but not limited to verbal, physical or intimidatory actions) with any member or employee of this Association, player, coach, club official or member of the public;

4.1.5 Officiate whilst under the influence of alcohol or drugs;

4.1.6 Act in a dishonest or illegal manner;

4.1.7 Gamble on any rugby league fixture under the control of the Newcastle Rugby League with any betting agency, whether official or otherwise. The purchase of raffle tickets etc, from football clubs, or for the purpose of fundraising is permissible;

4.1.8 Accept, or offer any form of inducement, or influence a referee's judgement or decisions. Members must immediately report any acceptances or offers of inducement to or by any Association members to the Association's Chief Executive Officer;

4.1.9 Act in a manner that may cause harm, damage or embarrassment to the image or reputation of this Association;

4.1.10 Act in a manner that is likely to bring the game of Rugby League into disrepute;

4.1.11 Make vexatious, trivial or frivolous allegations to the Board regarding actions of another member;

5 Public, Electronic forum or Media Comment

5.1 No member shall make any comment to any media outlet or other outside party that is detrimental to the interest, welfare or image of this Association;

5.2 No member shall write an article or column relating to Rugby League or Refereeing for any media outlet, without first obtaining the consent of the Association Board;

5.3 No member shall make derogatory comments in a public or electronic forum, directed at any member of this Association, at the Association itself, or at any other affiliated body;

6. Uniform and Dress Code

6.1 Members shall at all times present themselves in a neat and tidy manner;

6.2 Members shall only officiate in matches wearing the current Association on-field uniform that shall meet the following basic criteria;

6.2.1 Uniforms shall be neat and tidy;

6.2.2 Uniforms shall be properly pressed and ironed, as applicable; Socks shall be worn in a “pulled up” manner, to below the knee; Jumpers must be tucked into the shorts, skirt or skort;

6.2.3 Boots and bootlaces should be reasonably clean;

6.2.4 Members may wear tape on their boots to ensure that their laces remain in place, however the tape shall only be black or white;

6.2.5 Tracksuits, if worn over match gear during appointments, shall only be those approved by the Association. These should only be worn by Touch Judge officials or Referees in extreme circumstances;

6.3 When arriving at, or departing from grounds in their capacity as a referee, members shall not wear apparel, carry gear bags or any other identifying logo relating to any Newcastle District Rugby League Club;

6.4 When arriving at, or departing from grounds in their capacity as a referee, members shall not wear their match uniform so that it is visible, other than in exceptional circumstances, or as approved by the Board;

6.5 As determined by the Board, members shall not wear excessive or dangerous jewellery whilst officiating in matches;

6.6 When acting in an official capacity as an active Referee, members shall only wear Association clothing, both on and off field, which bears the logos and symbols of the Association and its current sponsors. No clothing bearing the logos and symbols of previous sponsors are to be worn when acting in any official capacity as an active Referee, unless approved by the Association;

6.7 Any graded members who officiate in local matches (at the request of their District Association) shall officiate in the gear as stipulated by the Association;

6.8 All members must comply with reasonable directions of the Board:

7. Official Inquiries

7.1 Members shall not make any public comment in relation to any matter that may be subject of any official inquiry, judiciary hearing, police or civil matter unless authorised to do so by the Chief Executive Officer.

8. Breaches of this Code

8.1 Following receipt of an allegation under sub-rule 15 of the Association's Objects and Rules, regarding a possible breach of this Code, the Chief Executive Officer shall inform members of the Board of the allegation;

8.2 Upon receipt of an allegation, the Board shall meet within 48 hours to assess whether the allegation should be dealt with as a minor or major breach of Misconduct or dismissed;

8.3 The Board may take such action as suspending the member from active refereeing duties as is necessary pending the outcome of the Misconduct Tribunal Hearing;

8.4 Where a conflict of interest may arise regarding a Board member, that Board member shall stand aside until the outcome of the inquiry is complete;

8.5 (Removed at October 2011 AGM)

8.6 MINOR BREACH - Face to Face discussion between at least two (2) Board members and the member for minor breaches of the Code of Conduct; -

This process will explain to the member their unacceptable action/s or behaviour

-Ensure the member fully understands their unacceptable action/s or behaviour

-Set a review period

-Monitor the remedial action

-Provide written information to the member on the action taken;

8.7 MAJOR BREACH – Inquiry by the Disciplinary Committee for alleged major breaches of the Code of Conduct;

This process is designed to address a more serious breach of the Code of Conduct;

8.8 The Board may forward complaint to a Disciplinary Committee:

8.8.1 The Disciplinary Committee shall comprise a member of the Board of Management, who shall act as chairman; one life member and one general member from the panel of members elected by the Association. Two life members and two general members shall be elected to the panel at the Annual General Meeting.

8.8.2 The Disciplinary Committee shall be the body responsible for investigating reports indicating possible misconduct by members, and shall have the power to call such members to appear before it. A member called before the Disciplinary Committee shall be given 7 days notice in writing of the time and place of the meeting, and shall be given a copy of the report of misconduct.

883 The Disciplinary Committee shall have the power to call any other members to appear before the Committee for the purpose of investigation into reports of misconduct.

884 Members may call witnesses to support their case, or give written or oral submissions to the Disciplinary Committee.

885 Members who intend to use legal counsel at a meeting of the Disciplinary Committee shall give at least 48 hours notice, in writing, to the Chief Executive Officer of this fact. If no such notice is given, legal counsel will not be able to act at the meeting, or the meeting will be reconvened.

886 A member called before the Disciplinary Committee who fails to appear for a meeting, shall be suspended until they appear before the Disciplinary Committee.

887 The Disciplinary Committee shall decide sanctions that should be imposed against the member, within 7 days of making such a decision.

9. Disciplining of Members

9.1 The Board may, by resolution, take whatever action it deems appropriate, against any member found guilty of an act of Misconduct. Such action may include (but is not limited to):

9.1.1 Expulsion;

9.1.2 Suspension;

9.1.3 Imposition of Fine;

9.1.4 Take other action as considered appropriate by the Board:

9.2 If the Board takes any action against a member, the Chief Executive Officer must within 7 days after the action has been taken, cause written notice to be given to the member of the action taken, of the reasons given by the Board for having taken that action and of the member's right of appeal under sub-rule 10 of this code;

9.3 The Board's decision and/or penalty does not take effect :-

9.3.1 Until the expiration of the period within which the member is entitled to appeal against the resolution concerned, or

9.3.2 If within that period the member exercises the right of appeal, unless and until the Association confirms the resolution under sub-rule 10, whichever is the later

9.3.3 The Chief Executive Officer is not to notify and senior body or affiliate of the result of a Disciplinary Committee hearing until the expiration of the relevant appeal period.

10. Right of Appeal if Disciplined Member

10.1 A member may appeal to the Chief Executive Officer against a resolution of the Board under Rule 9 of this Code, within 7 days after notice of the resolution is served on the member, by lodging with the Chief Executive Officer a Notice of Appeal to that effect, in writing;

10.2 The notice must be accompanied by a statement of the grounds on which the member intends to rely for the purpose of the appeal;

10.3 On receipt of a notice from a member under sub-rule 10.1, the Chief Executive Officer must notify the Board, which is to convene an Appeals Committee. The Appeals Committee shall consist of three Board of Management members (Board member involved in Disciplinary Committee shall not be a member of the Appeals Committee). A meeting of the Appeals Committee is to be held within 21 days after the date on which the Chief Executive Officer received the notice:

10.4 At a meeting of the Appeals Committee convened under sub-rule 10.3;

10.4.1 The Disciplinary Committee representative and the member must be given the opportunity to state their respective cases orally or in writing, or both, and

10.4.2 The Appeals Committee may, take whatever action it deems appropriate. Such action may include (but is not limited to);

10.4.2.1 Overturn the finding of guilt;

10.4.2.2 Upholding the finding of guilt and the penalty as imposed by the Board;

10.4.2.3 Upholding the finding of guilt and altering the finding of guilt and altering the penalty as imposed by the Board:

10.5 In the event of an appeal outcome which is not satisfactory, a further avenue of appeal may be undertaken to the Newcastle Rugby League and is to be applied in accordance with their appeal processes.

11. Apology

In any case where a member has failed to comply with a provision of this Code. The Board may direct that member to apologise to any person or persons affected by that failure, in which event, that member shall apologise, in such terms as the Board may direct, without delay. Failure to observe this instruction may constitute a further breach of the Code of Conduct.

12. Changes to the Code of Conduct

Alterations to the Code of Conduct shall be in accordance with the Articles of the Association.