
SOUTH AFRICAN RUGBY REFEREES ASSOCIATION

CODE OF CONDUCT

1. Referees means all referees in South Africa affiliated to a Provincial Society.
2. All referees are subject to the SOUTH AFRICAN RUGBY REFEREES ASSOCIATION (SARRA) constitution and code of conduct, policy and decision, SA RUGBY's constitution, SA RUGBY's rules and regulations, SA RUGBY code of conduct and World Rugby bye-laws and regulations relating to the game.
3. Referral to a "Referee" shall mean a referee on any SARU referee panel or squad, including but not limited to Assistant Referees, Selectors, Performance Reviewers, Coaches and Television Match Officials or any other panels or squads that may be constituted from time to time by the Association.
4. Referral to "Referee Administrator" shall include but not limited to timekeepers, statisticians, technical zone managers, side-line managers, tournament managers, regional academy manager's (RAM's), SARRA executives, referee managers, chairpersons of societies, society committee members and administrators.
5. Provincial Referees' Societies shall adopt codes of conduct which are subject to and which are aligned with the SOUTH AFRICAN RUGBY REFEREES ASSOCIATION (SARRA) constitution and code of conduct.
6. In addition to the SA RUGBY Code of Conduct which is available on SA RUGBY website (<http://www.sarugby.co.za/content.aspx?contentid=19360>), a Referee and Referee Administrator agree to the following:
 - 6.1 Not to criticize fellow, or any other Referees in public;
 - 6.2 Not to discuss a fellow or any other Referee's ability, qualities and / or performance as a Referee with media, administrators, coaches, players or the public;
 - 6.3 Not to engage with media (any print, broadcast or digital publisher that disseminates publicly available information) without adhering to SA RUGBY policy number 46 – Communications Policy. Media engagements may only take place once an interview request has been approved by the SA RUGBY Communications department and or checking with Management of SA Referees;
 - 6.4 Not to criticize SARRA, and/or SA RUGBY or any of their administrators, officials and office bearers, coaches, players or team managers in public;
 - 6.5 To comply with the official Clothing Policy when on official duty. The applicable Referee Kitting Policy can be obtained from SA RUGBY Referees office upon request;
 - 6.6 To conduct himself in a manner that will not discredit SARRA and/or SA RUGBY including, but not limited to, disorderly behaviour, being under the influence of alcohol or intoxicating substances when on official duty or in public places while on official duty.
 - 6.7 To accept that they are not employed by SARRA and/or SA RUGBY and that they offer their services on a voluntary basis, irrespective of game fees paid; and
 - 6.8 To accept the structures of the SARRA and/or SA RUGBY Referees department in place from time to time; and
 - 6.9 To abide by the decision of SARRA and/or the SA RUGBY Referees department pertaining to their appointment or non-appointment for matches (where applicable).

7. Referees agree hereby:
- 7.1 To accept the processes put in place by SARRA and/or the SA RUGBY Referees department from time to time, including, but not limited to, the criteria used in the evaluation of a Panel Referee's performance and the weight attached to such criteria; and
 - 7.2 To abide by the decision of the SARRA and/or SA RUGBY Referees department pertaining to their rating within a particular SA RUGBY panel prevailing at the time; and
 - 7.3 That their inclusion on any SA RUGBY referee panel is on an annual basis and that this is subject to regular review throughout the season; and
 - 7.4 To abide by the decision of the SARRA and/or SA RUGBY Referees department pertaining to their promotion, demotion or removal from a SA RUGBY referee panel or removal from all SA RUGBY referee panels or squads; and
 - 7.5 To maintain the BokSmart accreditation, applicable World Rugby referee accreditation levels and a level of fitness as determined by SARRA and/or the SA RUGBY Referees department; and
 - 7.6 Accept that the decisions of the SARRA and/or SA RUGBY Referees department pertaining to in paragraph 7.1 to 7.5 above are final and binding and that SARRA and/or the SA RUGBY Referees department is not obliged to justify or explain any decision taken.
8. Complaints against a Referee or a Referee Administrator shall be sent to the SA RUGBY Referee Manager in writing who will deal with the complaint in accordance with the SARRA Disciplinary and Judicial Rules & Regulations.
9. The Provincial Referee Societies shall deal with complaints against Referees who are not on a SARU Panel.

I agree to above and hereby sign this agreement.	
Name:	Date: <i>SIGN HERE</i>
Witness Name:	Date: <i>SIGN HERE</i>