



## CODE OF CONDUCT FOR REFEREES, ASSESSORS AND INSTRUCTORS

The nature of an official's role attracts much scrutiny from the public and squash playing fraternity who may sometimes perceive an official's behavior as inappropriate even when nothing has been done intentionally to provoke this, therefore; it is important that England Squash (ES) qualified Referees, Assessors and Instructors conduct themselves at all times in a professional manner. They should be aware that their conduct reflects not only on themselves, but also on fellow officials even when they are not assigned duties at events.

### RULES

The rules of squash are framed to ensure the safety of the players, the right result of each rally and elimination of any actions likely to bring the game into disrepute. The duties of a referee are defined in the rules and it is a requirement under this code that officials keep their knowledge and interpretation of these rules up to date. This shall be verified and monitored by assessment at appropriate intervals and records kept by ES.

### GENERAL

- must be in good physical condition.
- must have natural or corrected 20-20 vision and normal hearing.
- must have knowledge of the current Rules of Squash and their correct interpretation.
- shall, at all times conduct themselves in a professional and ethical manner and give due regard to the authority of tournament officials.
- must not gamble anything in any manner in connection with any squash or racketball event.
- must not consume any alcoholic drink until their duties for the day have been completed and released by the Tournament Referee (TR). Consumption of alcohol must be in strict moderation, so their behaviour at the time remains consistent with their professional image and their decision making the next day is not adversely affected in any way.
- must adhere to the ES Referees Dress Code whilst officiating, assessing or instructing. Referees should wear the ES Referees Royal Blue short/long sleeved shirt or polo shirt, black, grey or dark blue trousers/skirt and dark shoes. Other ES approved items of clothing (referees sweater, fleece) may also be worn when appropriate and sponsors shirts may be supplied at some events. Shorts, jeans, tracksuit bottoms, t-shirts, trainers and sandals are not considered appropriate. If in doubt about the appropriate (or inappropriate) dress code, advice should be requested from the event TR or Referee Development Officer.
- must refrain from making any public remarks or comments to the press or, on any social media regarding other referees, players or persons involved with squash that would be likely to bring the game into disrepute.
- must refrain from making any comments to players prior to refereeing their match or after the match. If confronted by a player post match, officials must refrain from comment other than directing that player to the TR.
- Training/Educational workshops should be delivered only by qualified ES Referee Instructors. Referees must not take on any formal coaching or instruction of the rules unless authorised and qualified by ES. This is not to be confused with one to one mentoring/assessment authorised and carried out by experienced referees at events.
- must have current DBS ( Disclosure and Barring Service) clearance if officiating at any Junior event.

### ATTENDANCE AT EVENT

- must declare any conflict of interest due to relationship/friendship with specific players and not officiate any match where their participation may cast doubt on their impartiality
- must attend all meetings scheduled at events by the TR
- must give priority to the tournament schedule and adjust own personal schedules accordingly
- must advise TR as soon as possible if taken ill or become unfit to referee
- must accept all assessments to their current grade for quality control purposes, but may decline assessments for a higher grade if they feel that they are not ready for promotion.
- should arrive at least 30 minutes prior to the scheduled start times at all sessions
- must not discuss the performance or, any call or decisions made by another referee with anyone other than that referee directly or, the TR privately.



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- must refrain from any public criticism of fellow officials, players, organisers, spectators, sponsors or events that may bring the game into disrepute.
- must submit written reports to the TR for any conduct penalties issued to players under the Code of Conduct (Players) Rule 15
- should advise ES of any invitations to referee at events other than ES tournaments, sanctioned events or county events.
- Referees who have had their selection and attendance confirmed for an ES event, should not then accept other invitations to events that conflict with their appointment. Priority should be given to ES events.

### **DISCIPLINE**

All breaches of the Referees Code of Conduct should be reported immediately to: Martin Roberts, Referee Development Officer or, if at an event, to the Tournament Director or the Tournament Referee, either of whom will deal with any minor infringements on an individual basis.

Serious offences will require ES to advise the referee in writing giving details of the offence/complaint and to collate a Disciplinary Hearing Panel who will set a date to meet and decide any action to be effected. Referees will have the option of attending such a hearing and will be provided with copies of any relative complaints or statements.

### **DISCIPLINARY APPEAL PROCESS**

Officials have the right of appeal against any decision made by a Disciplinary Hearing Panel. The full appeal process is described in the ES general Code of Conduct.

### **NOTE**

Whilst the Referees Code of Conduct aims to cover the majority of working requirements for officials, inevitably, unforeseen situations will arise. In such cases, referees should seek clarification and advice from any person nominated in the code of conduct.