



Referee's Behaviour on the Soccer Field

What are the Referee's main objectives?:

1. Conduct themselves in a professional manner at all times and carry out your duties as assigned. Remember, you are representing the Valley East Soccer Association and unprofessional behaviour reflects poorly on the club as a whole. Unprofessional behaviour can include but not be limited to the following examples

- Openly discussing in public either the players or the coaches in a negative manner. For example, do not talk about specific players with other referee's. If there's an issue with a player or coach and how they are conducting themselves please let either the Head Referee or a board member know
- Talking with your friends while you are working. You have been hired to do a job so your social encounters can wait till after your duties are completed. It's OK to say 'hello' to people when the game is not underway, but not to talk with your friends while gameplay is active
- Not paying attention to the active gameplay. Try to avoid getting distracted. For example, No earbuds.

2. When unsure about a specific situation or if you have general questions, don't be afraid to ask questions. There's a whole team here to help you out, all you need to do is ask 😊

3. Be polite and courteous to the coaches. Many of them are learning the game and how to coach. Answer their questions at the appropriate times. Here are some guidelines to follow

- If a coach asks a question during play, kindly ask them to talk to you at half time or after the game depending on what half the game is currently in
- If a coach questions your call, please be polite and suggest that you'll address their concerns at half time or after the game depending on which half of the game you are currently in
- If a coach becomes rude, aggressive or condescending, please politely tell them you will get either the Head Referee OR a board member to attend the situation. Do not ignore them, but do not engage in negative behaviours
- ***Remember that many of the coaches learn from you about game play and the rules, so be polite and help educate. ****

The Valley East Soccer Association will not allow any harassment of any type from anyone. This includes everyone, board members, Head Referee, Club Admin, Coach's, Referee's and any spectators. If you experience harassment from anyone please reach out and let someone know immediately

General guidelines to follow:

1. Be on time for your shifts ***Remember that you need time to get to your assigned games and fields so this means don't show up at 5 for a game that starts at 5. Be at the fields a minimum of 10 minutes before your assigned games***

2. Do not skip shifts unless ill or have an emergency. The Club Admin will require a minimum of 24 hours notice if you can't make a shift. We understand that being sick or an emergency situation may occur and you may not have the ability to give 24 hours notice.
3. The Head Referee is your supervisor. Treat him / her with respect, listen to his / her instructions and follow his / her guidance. The Valley East Soccer Association is your employer. Treat the board members with respect.

What can happen if a Referee does not follow these rules / guidelines?

1. The Valley East Soccer Association will try to investigate all reported cases of poor conduct by referees reported to us by coaches, parents, or Valley East Soccer Association members.
2. If a referee is found to be not acting by the above rules, the referee will be asked informally or formally by email, letter or in person to refrain from this kind of behaviour. If the behaviour continues, the referee may be removed from his/her Valley East Soccer Referee position.

What are the possible disciplinary actions that the Valley East Soccer Association could take?

1. A verbal / written warning
2. A 1 or 2 game suspension
3. Removal as a Referee

Valley East Soccer Association reserves the right to follow the above mentioned steps in sequence OR to skip steps depending on each individual case.

What are the main points of this agreement?

- ***This is your job!! Act professionally and be respectful to everyone***
- ***Learn! This is a great opportunity to learn more about soccer, but also to learn about how to behave in the working world!***
- ***Have fun!! This is a fun job! For many of you your first job!***
- ***You CAN and most likely WILL make mistakes! That is perfectly fine. We expect that. All we ask is that you learn from this experience 😊***
- ***Communicate! Do not be afraid to ask questions, tell us your concerns or tell us success stories! We want to hear it all both good and bad!!!***