

THE SARU CODE OF CONDUCT PERTAINING TO REFEREES

1. All referees in SA affiliated to a Provincial Society are subject to the SOUTH AFRICAN REFEREES ASSOCIATION (SARRA) constitution and code of conduct, SARU's constitution, rules and regulations and IRB bye laws and regulations, by the association of Provincial Societies to SARRA.
2. Further responsibility of a Referee in addition to paragraph 3 above
 - 2.1 No Referee will make himself guilty of:
 - 2.1.1 Criticizing fellow or any other referees in public
 - 2.1.2 Discuss fellow or any other referees' ability, qualities and / or performance as a referee with media, administrators, coaches, players or public
 - 2.1.3 Criticise SARRA, and/or SARU and all their administrators, officials and office bearers, coaches, players or team managers in public.
 - 2.1 No Referee will conduct himself in a manner that will discredit SARRA and/or SARU 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.
 - 2.2 Referees shall comply with the official SARRA dress code when on official duties.
3. Should a Referee have a grievance, such Referee should follow the correct channels of communication, i.e. through the Provincial Referee Society to whom the Referee is affiliated.
4. Referees without a written contract with SARRA and who serves on any of its Referee's Panels, including but not limited to the National-, or Provincial panel or Contender's Squad agree hereby
 - 4.1 that they are not employed by SARRA and/or SARU and they offer their services on a voluntary basis, irrespective of game fees paid; and
 - 4.2 to accept the structures of the SARRA and/or SARU Referees department in place from time to time; and
 - 4.3 to accept the processes put in place by SARRA and/or the SARU Referees department from time to time, including but not limited to the criteria used in the evaluation of a Referee's performance and the weight attached to such criteria; and

- 4.4 to abide by the decision of SARRA and/or the SARU Referees department pertaining to their appointment or non appointment as referees or assistant referees for matches; and
- 4.5 to abide by the decision of the SARRA and/or SARU Referees department pertaining to their rating within a particular Referee's panel prevailing at the time; and
- 4.6 that their inclusion on any Referees' panel is on an annual basis; and that this is subject to regular review throughout the season and
- 4.7 to abide by the decision of the SARRA and/or SARU Referees department pertaining to their promotion, demotion or removal from a Referee's panel or removal from all Referee's panels or squads.
- 4.8 accept that the decisions of the SARRA and/or SARU Referees department referred to in paragraph 4.1 to 4.7 above are final and binding and SARRA and/or the SARU Referees department is not obliged to justify or explain any decision taken.

I agree to above and hereby sign this agreement.

_____	_____	_____
Referee Officiators Name	Signature	Date
_____	_____	_____
Witness Name	Signature	Date