



## **WFTDA OFFICIATING CODE OF CONDUCT**

### **Updated February 2013**

#### ***PURPOSE***

The purpose of the WFTDA Officiating Code of Conduct is to provide guidelines for how individuals are expected to function as officials for the Women's Flat Track Derby Association (WFTDA). All officials assume an obligation to conduct themselves in a manner compatible with the association's mission. When an individual officiates in any WFTDA event, they indicate an understanding and agreement to represent their league (if applicable) and the WFTDA in a manner that does not detract from the image of the sport or the WFTDA. Furthermore, individuals shall display sportsperson-like behavior and abide by the rules, regulations, policies, procedures, and laws of all corresponding agencies.

#### ***ADDRESSING ISSUES AND CONCERNS***

Any issues or concerns an individual may have should be brought to the WFTDA Grievance Committee. In the event of a dispute between an official and another official or a member of the WFTDA, the problem is to be resolved in such a manner as to prevent escalation, if possible. If the dispute cannot be resolved in an appropriate manner, it is to be brought to the attention of the Grievance Committee. It is the Grievance Committee's responsibility to facilitate fair and equitable resolution of disputes and concerns. The Grievance Committee maintains an email address for intake of grievances: [grievance@wftda.com](mailto:grievance@wftda.com).

#### ***DISPLAY GOOD JUDGMENT***

All officials must remember that the WFTDA is run as a business and all business information needs to remain confidential. All officials must conduct business with honesty, fairness, and integrity. All officials affiliated with a WFTDA member league must be conscious of the WFTDA image as it pertains to the league as a business and their membership in the association. All officials must be aware of how they are representing the league (if applicable) and the WFTDA, and how they conduct themselves at WFTDA events.

#### ***TREAT ALL MEMBERS WITH RESPECT, DIGNITY, AND FAIRNESS***

It is the responsibility of all officials and all individuals in member leagues of the WFTDA to treat one another with respect, dignity, and fairness. All officials and members must ensure that any WFTDA event is free of harassment or abuse, and that all procedures and policies are followed correctly.

***ALL WFTDA OFFICIALS, WHETHER AFFILIATED WITH A WFTDA LEAGUE OR NOT, SHALL:***

- Hold and maintain the basic tenets of officiating, which include an understanding of the history of the sport and the WFTDA, integrity, neutrality, respect, sensitivity, professionalism, discretion, and tactfulness.
- Master the rules of the game and procedures necessary to enforce the rules, and exercise authority in an impartial, firm, and controlled manner.
- Uphold the dignity of the sport in all interactions with skaters, coaches, volunteers, and the public.
- Display and execute superior communication skills, both verbal and non-verbal.
- Recognize that any action which may lead to a conflict of interest shall be avoided.
- Special treatment or privileges for any skater in the league, which can compromise the perceived impartiality of officiating, shall be avoided.
- Officials shall disclose to persons in authority (i.e., to Crew and/or Tournament Head Referees/Head NSOs) any conflict of interest which may result in accusations of bias. Disclosure alone shall not result in sanctions from either WFTDA Grievances or Referee / NSO Certification.
- If an official receives compensation in excess of the cost of travel and lodging from or on behalf of a team participating in a bout, that compensation shall be disclosed to the participating team captains prior to the bout. Compensation from the WFTDA or the tournament host league for WFTDA Playoff or Championship Tournaments that is provided to all officials who work a given tournament need not be disclosed. This compensation shall be construed as payment for services rendered and shall not be conflated with remuneration for acts of favoritism.
- Work with one another and their governing bodies in a constructive and cooperative manner.
- Shall not use one's position as an official to benefit oneself.
- Be cautious during rules discussions, especially in public forums. As a WFTDA-affiliated official, the opinion of this official is likely to be considered official WFTDA policy.
- The expression of personal opinions regarding teams, players, and bouts shall be avoided in public forums to prevent conflicts of interest. WFTDA-affiliated officials shall never publicly express predictions or judgments regarding bouts they are scheduled to officiate.
- Never engage in any sort of gambling acts related to any WFTDA sanctioned bouts.
- Shall accept responsibility for all actions taken.

Official's name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_

***WFTDA Mission Statement:*** *Founded in 2005, the Women's Flat Track Derby Association (WFTDA) promotes and fosters the sport of women's flat track roller derby by facilitating the development of athletic ability, sportswomanship, and goodwill among member leagues.*

*The governing philosophy of the WFTDA is "by the skaters, for the skaters." Female skaters are primary owners, managers, and/or operators of each member league and of the association. Operational tasks include setting standards for rules, seasons, and safety, and determining guidelines for the national and international athletic competitions of member leagues. All WFTDA member leagues have a voice in the decision-making process, and agree to comply with the governing body's policies.*

## CONFLICTS OF INTEREST

If you feel you have an actual Conflict of Interest you should not be officiating a bout/event where the conflict is present. However, since certain relationships may be perceived as presenting a Conflict of Interest, the WFTDA asks for disclosure of certain information. Though it is impossible to define everything that may be perceived as a Conflict of Interest, the following is a guide to some things that shall be disclosed and some things that need not be disclosed. The nature of the examples is a good place to start when deciding whether or not to disclose something.

- 1) Fraternal/Familial
  - 2) Financial
  - 3) Non-financial compensation
  - 4) Association
  - 5) Other
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### 1. Fraternal/ Familial Relationships

- ✓ Spousal relationship shall be disclosed.
- ✓ Significant Other/s shall be disclosed.
- ✓ Immediate Family (Mother, Father, Sister, Brother, Aunt, Uncle, Niece, Nephew) shall be disclosed.
- ✓ Friendships need not be disclosed.

### 2. Financial

- ✓ Business Partner/s shall be disclosed.
- ✓ Employer/supervisor relationships shall be disclosed.
- ✓ Employee relationships shall be disclosed.
- ✓ Tenant/Landlord shall be disclosed.
- ✓ Ongoing Business Relationships shall be disclosed. (Ongoing relationships are regularly occurring transactions. Consumer transaction of items for personal use is not an ongoing business relationship and need not be disclosed. Supplying merchandise or being supplied merchandise for sale is.)

### 3. Non-Financial

- ✓ Compensation to defray the cost of participation as a roller derby official which is not direct (money does not change hands/ accounts between parties) which is not offered to all league members/officials shall be disclosed.
- ✓ Discounts, given or received, not offered to all skaters and officials. If a discount is offered only to officials the nature of the discount shall be disclosed.

### 4. Association (Derby work relationships)

- ✓ WFTDA Co-workers need not be disclosed.
- ✓ WFTDA Immediate superiors shall be disclosed.
- ✓ People who work for you in your WFTDA job need not be disclosed.
- ✓ League positions (not directly tied to officiating) shall be disclosed.

### 5. Other

- ✓ A coaching relationship with a league shall be disclosed. Coaching, for these purposes, will be training/assisting in playing the sport of roller derby.
- ✓ Bench managing for a team, home or travel, should be disclosed
- ✓ Being a skater for a home/travel team should be disclosed.
- ✓ The ability and type of confidential information available to an official shall be taken as being assumed with the disclosure of one's WFTDA job and need not be further disclosed. (Certification Panel members/workers see evals, Grievance/Compliance Panel member/workers see grievances, etc.)