



REFEREES CODE OF CONDUCT



FIFA



ZIMBABWE FOOTBALL ASSOCIATION REFEREES STANDING ORDERS

**(To Be Read in Conjunction With The Zimbabwe Football Association
Referees Code of Conduct)**

1.0 INTRODUCTION

This Code provides Zimbabwe Football Association Referees, Instructors and Assessors with an indication of the standards of conduct and ethical behaviour expected of them. Any breaches of this Code should be reported to the Zimbabwe Football Association and their Referee Department. Zimbabwe Football Association will then consider appropriate action including but not limited to non-appointment to matches, deregistration or suspension.

2.0 ETHICS

- 2.1** Perform your duties as a Referee/Assessor/Instructor without bias and maintain the highest standards of integrity and honesty. These standards shall be maintained in associated off-field activities.
- 2.2** Treat everyone equally, regardless of their disability, gender, ethnic origin, cultural background, religion, age and political affiliation.
- 2.3** Conduct yourself with dignity on and off the field. Do not act in a manner that brings yourself, your colleagues or ZIFA into disrepute.
- 2.4** Do not gamble, or encourage any other person to gamble, on a football match with which you are associated.
- 2.5** Do not referee matches where you have a potential conflict of interest. Ensure you make conflicts of interest, including family relationships to players, known to ZIFA and the Referees Appointments Sub-Committee.
- 2.6** Treat fellow Referees/Assessor/Instructors with respect. Negative comments and criticism about or towards another Referees/Assessor/Instructors or ZIFA, the Referee Department, verbal or written including on social media, is prohibited. Comments and criticism should be communicated to ZIFA Referee Department in a normal channel.



3.0

CONDUCT STANDARDS

- 3.1** Be honest, consistent, objective, impartial and courteous when applying the Laws of the Game. You must resist any influence from protests on the part of participants or spectators of the game.
- 3.2** Be physically and mentally fit to meet the required standards to Referee or Assess the match you are assigned to. This includes passing fitness test requirements for Referees and relevant evaluations for Assessors and Instructors as required by ZIFA.
- 3.3** Maintain a smart appearance both on and off the field.
- 3.4** Your knowledge of the Laws of the Game and competition rules must be up-to-date and thoroughly understood, including any recent amendments.
- 3.5** Your responsibility is to your appointment of the day. Do not undertake other appointments earlier on the same day unless appointed or specifically arranged by the Referee Appointments Sub-Committee. Be punctual and allow enough time to properly make your appointed fixture (arrive at least 90 minutes before the scheduled start of the game for Referees and Assessors) and at least 30min for the Instructors.
- 3.6** Report all on-field and off-field misconduct, recording any necessary information and describing the event as you saw it. All Send-Off and Incident Reports must be submitted no later than 48hr after the end of the match.
- 3.7** Complete all administrative tasks at the conclusion of the match or assignment and to the standard required by ZIFA.
- 3.8** Any unavailability to officiate must be forwarded to the Referee Department in time before the upcoming week fixtures. If, for any reason, you become unavailable for an appointment, notify the Referee Department as soon as possible.
- 3.9** Notify ZIFA of your unavailability to referee any match in accordance with ZIFA 'withdrawal' guidelines.
- 3.10** ZIFA will appoint referees to matches at its absolute sole discretion.



4.0

DISCIPLINE

- 4.1** If you witness a fellow Referee/Assessor/Instructor breaching this Code, inform them of the breach – they may be unaware. In serious circumstances, report the breach to ZIFA and the Referee Department.
- 4.2** Referee/Assessor/Instructor found breaching this Code or being the subject of a complaint by a colleague or third party may be called upon to explain their actions. If proven, the member may be subject to disciplinary action as decided by the ZIFA Disciplinary Committee.
- 4.3** For the party alleged to have infringed this Code, ZIFA may enforce the terms of this Code and invoke the sanctions only if it has given the party:
- (a) reasonable details of the alleged infringement;
 - (b) notice of the possible sanctions; and
 - (c) the opportunity to be heard in relation to the issues of infringement and sanction.
- 4.4** The scope and implementation of disciplinary sanctions is as specified in the ZIFA Constitution.
- 4.5** The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.



The **Disciplinary Committee** officially constituted by the **Referees Committee** or the **Referees Committee** shall have the right to take disciplinary action against a **Referee/Assistant Referee/Match Commissioner** who has committed any of the following offences:

	Offence	Penalty
1.0	Wilfully failing to keep a match appointment without giving notification of ones withdrawal from the appointment at least twenty-four hours before the match is played.	Two match suspension from officiating official games.
2.0	Affiliating/Registering to any Organization (s) outlawed by the Zimbabwe Football Association.	Four year Ban from officiating games under the auspices of the Zimbabwe Football Association.
3.0	Arranging for a colleague to replace him at a match without having obtained proper prior permission from the appointing authority.	Four match suspension from officiating official games.
4.0	Accepting any appointment other than the one made by the appropriate Authority for an instance one made directly by Organizations outside the Referees Committee. This rule applies only to matches under the jurisdiction of the Zimbabwe Football Association.	Four match suspension from officiating official games.
5.0	Refusing to take up an appointment duly made by the official appointing authority without satisfactory justification.	Four match suspension from officiating official games



	Offence	Penalty
6.0	Being reported by a Registered Match Commissioner as having been grossly incompetent in handling the match.	Four or more match suspension from officiating official games as determined by the Referees Committee.
7.0	Failing without cause to attend a training seminar or workshop convened by the Referees Committee and for which due notice has been given.	Suspension from officiating in any games until one attends the next similar workshop or seminar and shall pay the course fee for the previous workshop/seminar as may be determined by the Referees Committee.
8.0	Failing to attend a physical fitness test, without reasonable justification.	Suspension from officiating in any games until ones has attended and passed the next fitness test.
9.0	Making unauthorized published statements which are detrimental to the image of the ZIFA Referees Committee, refereeing or the game of football in general, to the media or any members of the public. This refers to statements deemed by the Referees Committee to bring the game of football into disrepute.	Eight match suspension from officiating in any official games. Member will appear before the ZIFA disciplinary committee during the period of suspension and if found guilty of bringing the game of football into disrepute shall be liable to a fine not exceeding USD\$500 and or suspension as may be determined by the Disciplinary Committee.



	Offence	Penalty
10	Giving false information to a person or body mandated by the Referees Committee.	Six match suspension from officiating in any official games. Member will appear before the ZIFA disciplinary committee during the period of suspension and if found guilty of bringing the game of football into disrepute shall be liable to a fine not exceeding USD\$500 and or suspension as may be determined by the Disciplinary Committee.
11	Insubordination or refusing to take lawful instruction (s) from a member of the Referees Committee or any delegated to act on behalf of the Committee.	Suspension from officiating in any official games for two months. Member will appear before the ZIFA disciplinary committee during the period of suspension and if found guilty of bringing the game of football into disrepute shall be liable to a fine not exceeding USD\$1 000 and or suspension as may be determined by the Disciplinary Committee.
12	Promoting criticism of other referees/Assistant Referees/match commissioners or making discriminatory statements on the basis of their race, colour, tribe, religion, gender, occupation or national origin.	Written warning from the Referees Committee for first offenders or four match suspension any official games for multiple offenders.
13	Arriving late for a match to which a member has been officially appointed.	Written warning from the Referees Committee for first offenders or Two match suspension from officiating any official games for multiple offenders.



	Offence	Penalty
14	Failing to submit match report to the organizing authority within twenty-four hours after the match.	Written warning from the Referees Committee for first offenders or four match suspension from officiating any official games for multiple offenders.
	Offence	Penalty
15	Failing to report incidents which happened before, during and after match to the Competition organisers and the Referees Committee	Six months or more suspension from officiating official games as determined by the Referees Committee.
	Offence	Penalty
16	Failing to dress appropriately, in full uniform, when officiating in an official match. The full uniform comprises a full uniform: jersey, shorts, knee high stockings, footwear and stop watch.	Written warning for first offenders and thereafter two match suspension from officiating official games.
	Offence	Penalty
17	Being a member or holding position in any Football Club affiliated to the Zimbabwe Football Association.	Member shall be deregistered and banned from officiating indefinitely.
	Offence	Penalty
18	Accepting any favours calculated to influence the results of a match to which one has been appointed, including matches to which one has not been appointed.	Immediate suspension from any football activities pending an appearance before the ZIFA disciplinary committee. If found guilty, member shall be banned from football activities for periods ranging from two to ten years.



	Offence	Penalty
19	Found guilty of attempting to fix a match direct or indirectly.	Immediate suspension from officiating official games and penalty as determined by the ZIFA disciplinary committee.
	Offence	Penalty
20	Found guilty of match fixing.	A ban from all ZIFA related activities determined by the ZIFA disciplinary Committee.
	Offence	Penalty
21	Failure to correctly interpret, apply and implement the laws of the game and or rules and regulations during a match in any tournament or match they are promulgated.	Four matches or more suspension from officiating official games as determined by the Referees Committee. A member may be required to resume by officiating from a lower league determined by the Referees committee and or a member may be demoted depending on the circumstances given.
	Offence	Penalty
22	Making incorrect decisions which may determine the outcome of the match	Six match suspension from officiating in official games for first offenders six months suspension for second timers while serial offenders be demoted and or any other penalty as determined by the ZIFA disciplinary committee as per the gravity of the offence.
	Offence	Penalty
23	Causing a delay in the kick off of the match without due cause and or being late for a match.	Four match suspension from officiating in official games.



	Offence	Penalty
24	Failure to be accountable for materials given officially	A ban from ZIFA related activities or an alternative penalty determined by the Referees Committee.
	Offence	Penalty
25	Found guilty of divulging association or competition organisers information without official approval	Six match suspension from official games
	Offence	Penalty
26	Deliberately or otherwise misdirecting reports causing unrest in football	Six match suspension from official games or an equivalent penalty as determined by the Referees Committee.
	Offence	Penalty
27	Any other conduct (s) which brings the game of football into disrepute.	Suspension from any football activities for a period ranging from three to twelve months.
28	A Member called upon to appear before a Disciplinary Committee in terms of Code of Conduct may be represented by a lawyer(s) or solicitor (s). A member so aggrieved by the penalty or penalties outlined in this Code shall have the right to appeal to the ZIFA Disciplinary Committee within a period of seven (7) days from the day of the receipt of the judgement.	

NQOBILE MAGWIZI
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YVONNE MAPIKA MANWA
(Chief Executive Officer)

