

# **VOLLEYBALL OFFICIALS CODE OF ETHICAL AND PROFESSIONAL CONDUCT**

## **Wisconsin High School Volleyball Officials Association**

**Adopted by the WHSVOA Board of Directors Dec. 30, 2019**



### **Wisconsin High School Volleyball Officials Association**

#### **VOLLEYBALL OFFICIALS CODE OF ETHICAL AND PROFESSIONAL CONDUCT**

The primary role of the official is to assure equal opportunity and fair play for all participants. The official serves as an arbitrator who controls the tone of the match by demonstrating an impartial attitude and creating a positive environment for competition. It is the responsibility of the official to provide judgments that are within the spirit and intent of the rules, maintain the quality of the competitive experience, and protect the health and welfare of each participant within the authority of the rules that govern play. An official's decisions are free from bias and are based on a thorough knowledge of the rules and officiating techniques of volleyball.

#### **PRINCIPLE I - COMPETENCE**

It is the officials' responsibility to have a complete understanding of the rules, strategy, skills, and mechanics of the sport. This knowledge gives officials the foundation to operate within a flexible range of standards appropriate to the available playing facilities and to the age and skill level of the athletes. It is imperative that officials remain current, and meet the qualifications and standards pertinent to their ratings by fulfilling the requirements of the WHSVOA and WIAA. Officials constantly strive for improvement by attending clinics and accepting constructive criticism from observers, assignors, coaches, and colleagues.

## **Standards**

### **1.1 Clinic Attendance**

There is never an excuse for not knowing the most current rule changes, interpretations, and officiating techniques. If such information cannot be obtained locally, it is the officials' responsibility to attend the nearest clinic and locate resources that provide the knowledge they need to perform their duties.

### **1.2 Punctuality**

Officials are punctual for their assignments and insist on that conduct from all participants. Officials comply with the pre-match time requirements established by the event host. If no pre-match time standards exist, officials arrive on- court in uniform at least 30 minutes prior to the start of a match in order to inspect the facilities, conduct a captains' meeting, oversee warm-up procedures, and brief the officiating crew.

### **1.3 Uniforms and Equipment**

Officials always wear the proper uniform. The uniform is clean with no signs of excessive wear. Wearing the proper uniform shows pride in officiating and contributes to the professional image of all officials. Obtaining the necessary equipment (for example, whistle, stopwatch, red/yellow cards, and so on) and all components of the uniform is the financial responsibility of all officials.

## **PRINCIPLE II - INTEGRITY**

Officials seek to promote integrity in their profession. Officials are honest, fair, and respectful of others. In describing or reporting their qualifications, services, or fees, they do not make statements that are false, misleading, or deceptive. Officials strive to be aware of their own belief systems, values, needs, and limitations and the effects of these on their work. They uphold professional standards of conduct and accept appropriate responsibility for their behavior. Officials are concerned about the ethical and professional conduct of their colleagues. When appropriate, they consult with colleagues in order to prevent or avoid unethical conduct. Officials voluntarily observe a high level of professional conduct not because they fear penalties, but because they possess moral character.

## **Standards**

### **2.1 Impartiality**

Officials are free of obligation to any interest other than the impartial and fair judging of competition. Decisions that are influenced by personal bias are dishonest and unacceptable.

### **2.2 Language**

Officials do not use abusive or foul language when they are in the competitive facility, nor do officials use abusive or foul language toward any participants whether or not they are in the competitive facility.

### **2.3 Alcohol, Tobacco, and Drugs**

The use of illegal drugs is strictly prohibited. Officials do not use alcohol or drugs immediately prior to or during the performance of their duties.

### **2.4 Honoring Commitments**

When officials accept assignments or contracts to officiate, they do not cancel those commitments in order to accept other commitments that pay more money or have more prestige. Only honest, legitimate reasons

or emergencies cause officials to cancel commitments, and these are the reasons officials provide to the contracting entity when they need to rescind their availability.

## **2.5 Contractual Agreements**

Where there is an established or existing agreement, officials do not undermine other officiating groups or individuals by initiating an offer of alternatives such as lower fees, paying one's own transportation and expenses, or providing a different set of services. However, if hiring entities initiate requests for such information, officials are free to respond as appropriate.

## **Professional Courtesy**

Officials have an obligation to treat other officials with professional dignity and courtesy and recognize that it is inappropriate to criticize other officials publicly. During competition, officials never display disgust or disapproval with the decisions of other officials no matter how much they may disagree. When officials are spectators, they remember that they may be recognized from other events and must refrain from rendering opinions or judgments of the work performed by other officials.

## **Financial Obligations**

Officials meet financial obligations related to their duties as an official. All dues, fees, and debts owed to officials' professional organizations, sport-related entities, or other officials are to be paid in a timely fashion.

## **PRINCIPLE III - RESPECT FOR INDIVIDUAL DIGNITY**

Officials respect the fundamental rights, dignity, and worth of all participants. They are aware of cultural, individual, and role differences, including those due to age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Officials try to eliminate biases based on those factors and not allow them to affect their work. They do not knowingly participate in nor condone unfair discriminatory practices.

## **Standards**

### **3.1 Non-Discrimination**

Officials do not knowingly participate in actions designed to unfairly limit or restrain access to officiating, officiating assignments, or organizational membership. This includes selection for leadership positions based upon age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Officials do not accept assignments or contracts to work in events that unfairly limit or restrain access to participants based on age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status.

### **3.2 Individual Beliefs**

Officials recognize that their personal beliefs may differ from the beliefs of other participants based on differences such as age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Officials do not impose their personal beliefs on others.

## **PRINCIPLE IV - PROFESSIONAL RELATIONSHIPS**

Officials seek to contribute to the welfare of those with whom they interact on a professional basis. In practicing their profession, officials consider the welfare and rights of athletes, coaches, colleagues, and other participants. When conflicts occur among officials' obligations or concerns, they attempt to resolve these conflicts and perform their roles in a responsible fashion that avoids or minimizes harm. Officials are sensitive to differences in power

between themselves and others, and they do not exploit or mislead other people during or after professional relationships.

## **Standards**

### **4.1 Conflict of Interest**

Officials recognize that any circumstance leading to a conflict of interest, whether real or apparent, must be avoided. Such circumstances include gifts, favors, special treatment, privileges, employment, or personal relationship with a team, school, club, or individual associated with a team. Officials avoid anything that might compromise the perceived impartiality of officiating.

### **4.2 Fraternization**

Fraternization in the competitive environment is unnecessary, is frequently misinterpreted, and brings discredit to the profession. Therefore, officials do not fraternize with coaches, players, spectators, event administrators, or other participants. Officials interact with all participants in a cordial, courteous, and professional manner regardless of prior acquaintance.

### **4.3 Differences in Power**

It is important that officials recognize the difference in power they have over others in the competitive environment. They do not let personal feelings affect their use of power by rendering biased judgments and giving unfair advantage to one competitor over another. There are also differences in power when officials can affect other officials by serving in roles such as assignors, raters, trainers, clinicians, supervisors, or officers of officials' associations. Officials in such positions do not exploit or misuse their power for personal gain, to give unfair advantage to certain individuals, or harm other officials' careers and opportunities.

### **4.4 Sexual Conduct**

Officials do not engage in sexual harassment, which is defined as sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature. Such behavior constitutes sexual harassment if the actions are: 1) unwelcome, offensive, or create a hostile environment; or 2) sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts. Officials report all suspected cases of sexual harassment, abuse, or assault to law enforcement as required by law.

### **4.5 Forms of Abuse**

Officials do not engage in physical, verbal, or emotional harassment, abusive words or actions, or exploitative coercion. They do not engage in behavior that is harassing, abusive, or demeaning toward participants in the competitive environment based on factors such as the participants' age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. In the course of performing their duties, officials respond affirmatively to reports of harassment or abuse and initiate appropriate intervention on behalf of the participant who is the target of harassment or abuse.

### **4.6 Dual Relationships**

Officials avoid dual relationships that can impair professional judgment, compromise the integrity of the profession, create the perception of officiating bias, or result in an unfair advantage for one competitor over another. They do not accept assignments or contracts when they have had prior association with one or more competitors or with the competitors' sponsoring entities. Officials do not knowingly accept assignments or contracts when they know that one or more participants could potentially evoke biased

judgments or the perception of biased judgments because of a current or past relationship (for example, a family member, sexual partner, person who is dating the official, or someone who is commonly known as a personal friend of the official).

## **PRINCIPLE V - CONFIDENTIALITY**

Officials respect the integrity and protect the welfare of all participants. They safeguard information about participants that has been obtained in the performance of their officiating duties. Such information includes performance reviews, statistics, and any personal confidences. When publicly referring to past officiating experiences that are not flattering or complimentary, officials thoroughly disguise the identity of the participants. The only exception to maintaining confidentiality is to intervene on behalf of a participant when there are legal issues involved or there is evidence of physical or psychological harm.

### **Standards**

#### **5.1 Furnishing Information**

While serving in an officiating capacity, officials do not furnish information to institutions, teams, or individual participants pertaining to any other institution, team, or individual participant. In addition, officials do not serve in an advisory capacity to any entity to evaluate the abilities of prospective athletes who might ultimately play in an entity for which the advisory officials perform their duties. Officials do not advise or furnish information to professional teams as to their evaluations of the specific abilities of any athletes.

#### **5.2 Interaction With the Media**

Officials do not give interviews to the news media, television, or radio regarding the performance of their officiating duties. They do not publicly express their personal opinions, evaluations, or observations regarding competition that they have officiated.