



## **EPSB Referees Code of Conduct**

**Whilst working at any EPSB tournament or event, I agree to adhere to the following Code of Conduct:**

- 1) I will, at all times, behave in a proper and correct manner. I will not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the grounds of disability, their religion, race, colour or national or ethnic origin, sex or sexual orientation.
- 2) If there is a problem at an event regarding the venue or persons working there, I will speak to the Tournament Director about any problems and not directly with any venue staff.
- 3) I will not make or cause to be made any statement or commit or cause to be committed any act which in the reasonable view of the EPSB is likely to bring into disrepute the games of snooker and/or billiards.
- 4) I will perform my role of either roaming referee or referee to the best of my ability at each tournament in which I work, ensuring that I ask the Tournament Director for assistance when I have a problem or require clarification on an issue.
- 5) When I am at the venue and on duty, I shall always be dressed in my work attire.
- 6) I will ensure my mobile phone is switched off whilst carrying out my duty as a referee.
- 7) I will not use my phone whilst carrying out my duties as a roaming referee.
- 8) I will not drink alcoholic beverages or take illegal or any other drugs whilst on duty, or before duty, or at any time where it could be considered to impair my ability to perform my role to the best of my ability.
- 9) I understand and confirm the following with regards to any use of social media by myself. I acknowledge that any comments can be visible to everyone and confirm that any comments made by me will be made in a responsible manner. I will not talk negatively about any competitors, venues, countries, organisations or sponsors. I shall not be provoked into responding to others and I will not link to any unsuitable content.

10) I agree to continue to be bound by, and required to comply with, these rules whilst I continue to make myself available to work at EPSB events, whether at a tournament or not.

11) I acknowledge that breaching any of these rules contained in this Code of Conduct may result in my immediate dismissal from an event or upcoming event and ultimately may result in the withdrawal of my EPSB membership.

**04/03/2020 addition** – I am expected to abide by the above rules when officiating at international events. I am not only representing myself at these competitions, but the EPSB and my country.