

# APU Referee Code of Conduct and Ethics

The following are the Ethical Guidelines that each Australian Powerlifting Union (APU) Referee shall always maintain.

- a. All referees are to acknowledge and respect other officials, coaches and athletes. Referees should not participate or take part in activities which may call into question their ethical or moral judgement.
- b. APU Referees shall only officiate after undertaking appropriate and necessary course of study, training, and supervision and testing to obtain the appropriate credentials.
- c. In events, which require the testing of new referee candidates, senior referees shall be fair and impartial to the referee candidates and shall be tasked, along with the APU Board and Technical Chair (or representative) to ensure the competency of those referees.
- d. APU Referees shall respect the rights of others and respect values, attitudes and opinions that differ from their own.
- e. APU Referees shall not endorse nor tolerate attitudes on the part of others, which demonstrate lack of respect of any participant, referee, or coach which may bring the sport into disrepute.
- f. Inappropriate comments are not allowed by lifters toward one another or an International Powerlifting Federation (IPF) or APU Referee, or a referee of another affiliate nation, during a competition. Inappropriate treatment of either a coach, official, referee or an athlete shall be reported to the relevant APU authority.
- g. APU Referees shall not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.
- h. APU Referees shall not engage in harassment of an athlete, coach, administrator, official or another referee.
- i. Honouring Commitments – APU Referees will take the appropriate action to ensure they honour all their commitments and fulfil all their assignments to the best of their ability.

j. APU Referees shall make themselves available to assist with APU sanctioned powerlifting competitions when reasonably possible.

The following four (4) categories shall guide all APU Referees while officiating at APU or IPF events

### **1. Competence**

a. All APU Referees should strive to maintain high standards of excellence in their work at all APU competitions, IPF international and world championships.

b. APU Referees are always to use careful judgment and take the appropriate and necessary actions to ensure the safety of all athletes.

c. APU Referees shall always maintain and keep current with APU Technical Rules and by-Laws. They shall also review updates and changes to IPF Technical Rules via the International Powerlifting Federation website.

d. APU Referees shall always, maintain a high level of knowledge pertaining to the IPF Technical Rules.

### **2. Integrity**

a. APU Referees are required to promote integrity when officiating at championships.

b. APU Referees are required to be honest, fair, and respectful to the other referees they work with, and to all coaches, officials and athletes.

c. APU Referees shall not make statements which are misleading or deceptive in any way and that may offer an unfair advantage to any athletes.

### **3. Professional Responsibility**

a. APU Referees must, always uphold professional standards of conduct and take full responsibility for their behaviour, as they are representatives of the APU.

b. APU Referees shall be timely in the execution of their assigned tasks, regardless of the position they are given at a championship.

c. APU Referees are always to maintain high moral standards and conduct and not compromise their responsibilities or reduce the trust the APU has placed in them.

d. APU Referees shall be properly attired, for all events in which they are officiating.

d.1. The summer uniform includes.

White shirt or blouse, grey dress trousers or skirt, black socks or tights, black dress shoes, and an appropriately coloured tie or scarf (Appropriate colour for National, State or Provisional referees. Red or blue for Category 1 or 2 referees respectively)

d.2. The winter uniform additionally includes.

Dark blue blazer with the appropriate badge on the left breast.

The jury shall decide if the summer or winter uniform should be worn, and all referees shall wear the same uniform.

In the absence of a jury, the Chief Referee will liaise to decide which uniform is appropriate.

d.3. National referees who are also competing may be required to official National Record attempts. In this instance they are to officiate in their competition equipment or a tracksuit.

e. When engaged in refereeing, referees shall make calls which are accurate in accordance with the IPF Technical Rules and guidelines and shall present information accurately and with a reasonable degree of objectivity.

#### **4. Respect for Athletes**

a. APU Referees are required, to respect the rights, dignity and worth of all participants participating in our championships, regardless of their physical abilities or strength levels.

b. APU Referees are to be sensitive of each athlete's cultural, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status.

c. APU Referees shall not condone unfair and discriminatory practices and shall report such practices to the relevant authority immediately.