



Lethbridge Combative Sports Commission

OFFICIALS CODE OF ETHICS AND CONDUCT

1. CODE OF ETHICS

Officials, which includes Referees, Judges, Timekeepers, Scorekeepers, Volunteers, Medical Personnel and Ringside Physicians, perform an essential function and have a special responsibility to the public and the sport of unarmed combat. Officials must uphold high standards of performance by exhibiting integrity, neutrality, respect, sensitivity, professionalism, discretion and tactfulness at all times.

Registration granted to Officials is a privilege. To obtain an Official's registration, a person must exhibit special skills. The actions of each Official reflect on all other Officials as well as the Lethbridge Combative Sports Commission and the City of Lethbridge. An Official's performance impacts public confidence in the sport of unarmed combat.

In order to enhance the public's faith in the integrity and impartiality of Officials, adequate guidelines are required to show the appropriate separation between the roles of the Officials and any Promoter or their associates. The professionalism, integrity and ethics of the Official are fundamental to the future of the sport. As such, an Official must be especially careful not to engage in any conduct which would discredit unarmed combat.

Although Officials are independent contractors and not employees of the Commission, an Official must remain impartial and not perform any act which would lead to the appearance of impropriety or be a direct conflict of interest or lead to improper expectations from a Promoter or their associates.

Therefore:

- An Official must commit themselves to avoid conflicts or the appearance of impropriety between the Official's private interests and those of any Promoter or their associates. The Official must resist temptation and outside pressure to use their position to benefit themselves.
- An Official must never ask or accept any consideration or favorable treatment from any Promoter or their associates. This includes, but is not limited to, tickets, credentials, upgrades, memorabilia, souvenirs, photos, gifts, autographs, meals, programs, drinks, banners, promotional material or anything not available to the general public.
- An Official must recognize that anything which may lead to a conflict of interest, either real or apparent, must be avoided.
- An Official shall not accept any salary, retainer, augmentation, compensation or favor from any private source for the performance of the Official's duties.

- No Official should fraternize excessively with any Combatant, Manager, Promoter, sanctioning body representative, trainer or second before, during or after any Event.
- An Official must self-report any positive result on a drug screen for any illegal drug and/or if he or she has become chemically dependent or engaged in the abuse of drugs and/or alcohol.
- An Official must self-report any arrests, and any other information that may potentially reflect negatively on the Commission and/or City of Lethbridge.
- An Official must not predict or express an opinion about the outcome of a bout to anyone and should be especially careful not to exhibit any partiality, support, or show any favoritism at any time, prior to, during, or after the bout.
- No Official should communicate any information about any bout through any form of media including social media (Facebook, Twitter, Instagram, etc.) prior to, during, or after the Event without Commission approval.
- During an Event, an Official should not comment on their view of how the Event is progressing or take part in any unnecessary conversations with Combatants, Managers or seconds or their associates.
- An Official should never publicly criticize the performance of any Combatant.
- An Official must not make false or misleading statements regarding their qualifications, rating, credentials, experience, training or competence. Officials should work with each other and their governing bodies in a constructive and cooperative manner.
- An Official must treat other Officials with professional dignity and courtesy and recognize that it is inappropriate to publicly criticize the performance of any other Official. Any concern regarding the performance of another Official should be addressed to the Chairman of the Commission.
- An Official should not publicly criticize the appointment of any other Official.
- In the event that an Official feel they may have a conflict or cannot be completely fair and impartial to both Combatants, they must decline the appointment. Any decision impacted by personal bias is dishonest and unacceptable.
- Officials must accept responsibility for all their actions taken.

2. CODE OF CONDUCT

Officials have a responsibility to keep their skills sharp and must continually seek self-improvement through study and practice. An Official should have a basic knowledge of the rules and regulations concerning unarmed combat.

Officials shall master both rules of the game and the mechanics necessary to enforce the rules, and shall exercise authority in an impartial, firm and controlled manner, in accordance with the high standards of the profession.

Officials are assigned at the discretion of the Commission. Assignments are based on prior experience, competence, ability, recent performances, professional attitude, and compliance with the code of conduct and ethics, as well as the estimated difficulty of the Event. No Official has the “right” to any assignment. Requesting or lobbying the Commission for specific officiating assignments is inappropriate.

Officials must uphold the honor and dignity of the profession in all interactions with colleagues, Promoters, the Commission and the public.

Officials must possess superior communication skills, both verbal and nonverbal.

Officials must be prepared to perform their official functions both physically and mentally.

Officials must dress neatly and appropriately to ensure a professional appearance.

Officials should refrain from using alcohol on the day of the contest. If an Official has been prescribed any medication which may affect the Official’s ability to fully perform their duty, the Official should inform the Commission no later than 45 minutes prior to the first scheduled contest so a medical determination can be made regarding the Official’s ability to officiate.

Officials must wear any vision correction eyewear which has been prescribed by a vision professional. Dark eyeglasses may not be worn during a bout unless prescribed as necessary by a vision professional.

Officials should be punctual and professional in the fulfillment of all contractual obligations.

3. DISCIPLINE

Violation of any of the provisions of the Code of Ethics and Conduct by any Official may be considered a failure or refusal to comply with a valid order of the Commission. As a result, the Commission may take disciplinary action against an Official which can include revocation or suspension.

By signing below, I hereby attest that I have read and understand this document and agree to comply with the terms and conditions contained in the Lethbridge Combative Sports Commission’s Officials Code of Ethics and Conduct.

_____	_____	_____
Name	Signature	Date

_____	_____	_____
Witness	Signature	Date