

APPENDIX F

Referee Code of Conduct

Taekwondo Canada (TKD Canada) is committed to providing an environment in which all individuals are treated with respect. Further, TKD Canada supports equal opportunity and prohibits discriminatory practices. Officials of TKD Canada and participants in TKD Canada's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of TKD Canada. Conduct that violates this Code of Conduct may be subject to sanctions pursuant to TKD Canada's policies related to discipline.

All referees of TKD Canada have a responsibility to:

1. Maintain and enhance the dignity and self-esteem of members and participants of TKD Canada by:
 - a. Demonstrating respect to individuals regardless of gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status
 - b. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious
 - c. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances, statements or conduct of a sexual nature, which may influence decisions, diminish performance or create an intimidating, hostile or offensive environment
 - d. Focusing comments or criticism appropriately and never publicly criticize other referees, coaches organizers, volunteers, employees, members or any taekwondo body, nor comment publicly on any match officiated
 - e. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct and practices
 - f. Always show respect, even in cases where the courtesy is not reciprocated
 - g. Ensuring that the rules of the sport of Taekwondo, and the spirit of such rules, are adhered to
 - h. Refrain from any behaviour that may cause the appearance of bias, including, but not limited to, extensive conversation with coaches, athletes or team managers, and the use of cell phones or cameras in the venue
 - i. Refrain from social media posting, anything that compromises the integrity and/or dignity of referees
2. Take steps to manage the responsible consumption of alcoholic beverages in social situations associated with sanctioned Taekwondo events
3. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods, in conformance with the Canadian Anti-Doping Program and any applicable international anti-doping policies

4. Never participate at a TKD Canada event while under the influence of alcohol or any other prohibited drug and accept that referees may be subjected to a random breathalyzer test (or other applicable methodology) that may be conducted at any point during a national Taekwondo event and understand that if alcohol is detected he/she may be subjected to an immediate removal from the game and possible sanctioning, and further understand that if an official's performance appears to be negatively affected and/or excessive alcohol and/or drug consumption at any point leading up to the national event is suspected by the referee committee then the official in question will be removed from the game and may be subject to sanctioning
5. Comply at all times with the constitution, bylaws, policies, rules and regulations of Taekwondo Canada, as adopted and amended from time to time, including complying with any contracts or agreements executed with Taekwondo Canada
6. Referee Taekwondo matches in a totally unbiased manner, with absolute fairness, honesty and integrity, making all decisions based only on the evidence presented in the true spirit of the game and ensuring that the Competition Rules are properly enforced and that all competitors comply with the Competition Rules
7. Indicate any conflict of interest in any match (such as being from the same province, or affiliated with a club or instructor as one or both of the competitors including those individuals enlisted in Canadian Forces where they are stationed in said province) or division and request to be replaced in any such match or division where there exists a conflict of interest or a perceived conflict of interest
8. Inform the referee chair in advance to seek appropriate approvals to officiate at any World Taekwondo event, act as a representative of TKD Canada while officiating at any World Taekwondo event and in such a way to bring neither TKD Canada, nor fellow referees, into disrepute and abide by the TKD Canada Code of Conduct, in addition to any other code of conduct as issued by the host of the international event
9. Adhere to all Taekwondo Canada and World Taekwondo policies, regulations, standards and directives regarding refereeing
10. Refrain from the shouting of loud abuse, unwarranted advice, or deliberate heckling aimed at participants (including other officials) during a game attended as a spectator
11. Not participate as an official at any time during the course of a Taekwondo Canada event while also participating as a coach or a competitor at the same event

I have read and understand the above, and agree to abide by this Taekwondo Canada Code of Conduct.

Signature

Province

Printed Name

Date