

## **CODE OF ETHICS and PERFORMANCE GUIDELINES adopted by the Wisconsin Officials Committee**



### **Wisconsin Swimming Officials**

#### **Code of Ethics**

In addition to the obligations under Article 304 of the USA Swimming Rules, Wisconsin Swimming Officials Shall:

- 1.** Be fair, consistent, and impartial to ensure equitable treatment for all competitors. Officials are observers not inspectors. The benefit of the doubt always goes to the swimmer.
- 2.** Understand and adhere to all provisions of the MAAPP and Safe Sports provisions and be prepared to report any suspected violations immediately to either the Meet Referee, Meet Director and/or USA Swimming. Likewise, all officials will act in accordance with Safe Sport Training to create a welcoming environment for all athletes, coaches, officials, volunteers and spectators.
- 3.** Have knowledge of the rules and procedures for the particular event or position assigned and review them prior to a competition. Stay up-to-date on rules changes and interpretations of existing rules.
- 4.** Cooperate with fellow officials to conduct competition in a safe and professional manner. Be courteous and avoid confrontations or making derogatory comments to athletes, coaches, spectators, other meet personnel or other officials.
- 5.** Avoid interfering with duties assigned to other officials or publicly questioning the performance of other officials. Assist in correctly applying rules and support final decisions rendered by meet officials. Provide and accept performance feedback in a positive manner.
- 6.** Honor all assignments and agreements made for performance of officiating and support duties.
- 7.** Maintain neutrality in interactions with athletes or coaches.
- 8.** Do not draw unnecessary attention to themselves and/or distract from competition unnecessarily.
- 9.** Only use credentials and privileges associated with credentials when serving in the role of an official on duty.
- 10.** Conduct an honest self-evaluation after each competition, to identify errors made and areas for improvement; and be receptive to suggestions for conducting events in the best possible manner in the future.

## Officials' Performance Guidelines

The Wisconsin Swimming Officials Committee expects all officials to be prepared and to conduct themselves in a professional manner. These Performance Guidelines outline several characteristics which should be demonstrated by all certified officials.

Wisconsin Swimming Officials Shall:

1. Comply with the Wisconsin Swimming Officials Committee Code of Ethics.
2. Be punctual in reporting for meet pre-session officials briefings and assigned officiating duties. Wear the appropriate uniform.
3. Report apparent or suspected dangers at the venue to the meet referee or his/her designee who will communicate with meet management when such dangers are noticed.
4. Be calm, positive, and polite. Refrain from dialog with athletes and coaches regarding disputed calls or decisions and instead refer them to the deck and/or meet referee for resolution. Report abusive behavior toward officials to meet management, the meet referee, the Officials Committee Chair and/or the Safe Sports Chair.
5. Do not use any electronic or photographic devices, including cell phones, while officiating, unless instructed to do so by the meet referee and/or his/her designee.
6. Keep skills sharp by regularly working meets, attending periodic training sessions or clinics and/or reading communication from the National and LSC Officials Committee to maintain or update officiating skills.
7. Mentor less experienced officials by sharing information and techniques, demonstrating the use of equipment, identifying potential problems or issues and recommending solutions, and encouraging questions.
8. Call only those violations you specifically observe, independent of whether they are perceived to give a swimmer a competitive advantage. Refrain from guessing or anticipating. If you observed a violation, make the call. When making a call be prepared to explain the "who," "what" and "when" of the violation, as well as where you were positioned to see the violation. Swimmers are either in violation of the rules or they are not in violation. Do not discuss calls with coaches or competitors unless it is part of your officiating duties.
9. When a mistake occurs, correct the mistake according to the USA Swimming rules and Wisconsin LSC policies and procedures. Do not make a decision to "make up" for a poor decision made earlier.