



To: All National Referees

From: Julie Ilacqua

**Re: Assignor Conduct – Conflict of Interest**

Date: November 14, 2002

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At the National Referee Committee meeting on September 28<sup>th</sup>, the issue of national referees filling positions of assignors was raised. After discussion it was decided that the national office would remind national referees of the conflict of interest that can be inherent with active national referees filling such a position. National referees who assign for leagues or clubs are reminded that they must consider these possible conflicts of interest in the course of their job duties.

- Referees cannot officiate in the league they are assigning for, except in an emergency.
- As an assignor, your first duty it to insure that the best available official is assigned to the match, regardless of their personal or professional connections. Please review the following Assignor Code of Conduct from the US Soccer Policy Manual:

Policy 531-11, Part III, Standards of Conduct  
Subpart D - Code of Ethics for Assignors

- (1) I will maintain the utmost respect for referees and other officials of the game and I will conduct myself honorably at all times.
- (2) I will make the assignments based on what is good for the game and what is good for the referee.
- (3) As a member of the United States Soccer Federation, my actions will reflect credit upon the organization.
- (4) I will contribute to the continuous development of referees in the National Referee Development Program.
- (5) I will conduct myself ethically and professionally in the assignment process.

- (6) I will respect the rights and dignity of all the referees and I will not criticize them unless it is in private, constructive, and for their benefit.
- (7) I will offer equal opportunity to all qualify referees and I will not discriminate against or take undue advantage of any individual or group on the basis of race, color, religion, sex or national origin.
- (8) I will cooperate fully in the timely resolution of any grievance hearing or complaint.
- (9) I consider it a privilege to be a part of the United States Soccer Federation and my actions will reflect credit upon that organization or its affiliates.

Failure to abide by the Assignors Code of Conduct will adversely affect the game and your reputation. It could result in ethic charges and even a suspension from all soccer activities.

Should you have any questions, please do not hesitate to contact me.