



VBRA – Dandenong Branch Discipline Policy

Referees play a major role in promoting basketball as a recreational and in some cases professional sport by over 1 million people in Australia. The Dandenong Branch of the Victorian Basketball Referees Association (VBRA) regards the performance of referees as the key to delivering outstanding service to all these players, as well as coaches and spectators. Thank you for being part of our wonderful game.

The VBRA encourages all referees to understand their responsibility by actively setting the best example of conduct in the State. Accordingly, the Branch Committee, in conjunction with the Referee Advisor, has updated this discipline policy, effective from 1 January 2015 to enable referees to understand what is required of them.

Required Codes of Conduct

- Treat all players, coaches and spectators with respect.
- Understand, adhere and keep up to date with the rules of basketball and local by-laws.
- Promote fair play and appropriate sporting behaviour.
- Always present yourself in a way that encourages others to respect you and your role.
- Use common sense to ensure “the spirit of the game” is not lost by overcalling technical violations.
- Wear correct uniform at all times as per the dress code policy.
- Ensure your availability in Referee Manager is kept current and reflects your availability to referee.
- Be reliable and punctual. It is a requirement that you arrive at least 5 minutes prior to all games to ensure you are ready to referee at game commencement.
- Maintain concentration throughout the entire game.
- Maintain your fitness to enable you to keep up with the game to ensure you are in a good position to enable you to referee to the best of your ability for every game. Give yourself the best opportunity to make the correct call by being in a good position in the front court.
- Be consistent, objective and courteous in calling all infractions.
- Assist to educate players when they don't understand why an infraction has been called.

If the above conduct is respected and adhered to we will go a long way in our goal to be the very best.

Inappropriate Codes of Conduct

In the event that referees choose not to perform the required Codes of Conduct, unfortunately disciplinary action will need to be taken. Inappropriate Codes of Conduct include (but are not limited to):

- Not complying with the required Referee dress code.
- Lack of effort on court.
- Unprofessional behaviour, including shooting baskets and mobile phone usage.
- Failing to attend rostered appointments.
- Not being punctual and ready to referee games at the commencement of the game.

In most cases the above, along with other breaches of the codes of conduct, will be at the discretion of your supervisor.

First Written Warning from Referee Supervisor



On the first occurrence of inappropriate behaviour, the Referee Supervisor will issue a written warning by completing an inappropriate performance warning form and personally handing it to the relevant referee in order for them to improve their performance.

Second Written Warning from Referee Supervisor

Any further inappropriate behaviour will result in a second written warning being issued to the referee and the Referee Advisor will be informed of the warning by the Referee Supervisor by copy of the notice. The Referee Advisor will then issue the referee with a final written warning advising them of the performance improvement required and the consequences of any further inappropriate behaviour.

Third Instance

On the third occurrence of inappropriate behaviour, the Referee Supervisor will complete the inappropriate performance warning form, hand it to the referee and provide a copy of the form to the Referee Advisor. The Referee Advisor will refer the referee to the DBRA Discipline Sub-Committee for a hearing.

Action by VBRA Dandenong Discipline Sub-Committee

The referee involved will be required to justify to the VBRA Dandenong Discipline Sub-Committee the reasons for the continued inappropriate job performance. As a result, the Discipline Sub-Committee has the authority to penalise the referee for a determined period of time which it believes will assist the referee in returning as a more professional and reliable Dandenong member.

Penalties may include paying the referee at a downgraded rate and/or suspending the referee from refereeing at the Branch for a period of time, or placing the referee on probation for a period of time. During a probation period, the referee will be removed from active service indefinitely if any further infractions are committed. At any stage in this process, the Referee Advisor may elect to submit a VBRA Referee Tribunal report as per the VBRA By-Laws or suspend the referee if this is more appropriate.

All warnings, when issued, will remain in force for 6 months.

The DBRA sincerely hope that we never have to conduct a Discipline Sub-Committee hearing, however the process is clear as stated should this occur.

Thankyou for support and we at the DBRA sincerely look forward to assisting you in your goals as referee.