

# Tennis NZ Officials Code of Conduct

Tennis NZ requires a high standard of professionalism from all officials.  
All Officials working in NZ must adhere to the following Code of Conduct.

The following standards shall apply (a) while an Official is, or would be reasonably considered to be, acting in his/her/their capacity as an Official, and (b) at any other time where his/her/their conduct could reflect upon any of the Governing Bodies or could otherwise undermine the integrity/reputation of the sport, including, but not limited to:

- When at the official sites of a Tennis Event, including the venue and facilities, hotel, transportation, and other locations related to the Tennis Event;
  - When engaging with players, player support personnel, other Officials, Tennis Event personnel, spectators and Governing Body personnel in relation to a Tennis Event, whether or not at or during the Tennis Event;
  - When performing any duty set out in the Rules of Tennis, the Governing Body Rules, or the Duties and Procedures for Officials; and when engaged by a Governing Body or Tennis Event to deliver ad hoc services such as delivering training, assisting with officiating administration, and any other officiating tasks.
1. Officials shall be in satisfactory physical condition to enable them to carry out their duties.
  2. Officials shall have natural or corrected vision of 20-20 and normal hearing.
  3. Officials shall be on time for all matches or duties assigned to them.
  4. Officials shall be aware of, understand, comply with, and, as applicable, enforce the Rules of Tennis, and follow the Duties and Procedures for Officials at all tournament they are officiating at.
  5. Officials shall conduct themselves in a respectful manner towards others when acting in their capacity as an Official.
  6. Officials shall maintain a high level of personal hygiene and a professional appearance while acting in their capacity as an Official.
  7. Officials shall not drink alcohol or use marijuana (including medical marijuana) or any other substance that may impair one's judgment in the 12 hours prior to any match that they officiate, and at any time while acting in their capacity as an Official.
  8. Officials shall maintain complete impartiality with respect to all players and player support personnel and shall avoid any real or perceived conflicts of interest. Specifically, Officials shall not
    - a. officiate in any match in which they have a real or perceived conflict of interest; or
    - b. socialise with or become intimate with players, or enter into any relationship (business, personal or otherwise) or take any action on or off court that may call into question their impartiality as an Official. For the avoidance of doubt and notwithstanding the above, Officials may attend social functions at which players are present and may stay in the same hotels as players but shall not share a hotel room with any player of any age. Officials shall declare all potential, perceived, or actual conflicts of interest to Tennis NZ Officials. Tennis NZ shall determine whether an actual conflict of interest exists. Note: Examples of conflicts of interest include, but are not limited to, being: a current tennis player who competes in Tennis Events or a friend, relative or player support personnel of a current player who competes in Tennis Events; a National Tennis Coach; a National Tennis Team Captain; a Tennis Event director/organiser; or an employee, consultant, contractor or business partner/associate for a company that has a commercial interest in Tennis Events.
  9. Officials shall not, at any time, discuss calls or decisions made by themselves or other Officials with anyone except those Officials directly, the Supervisor/Referee, the International Tennis Integrity Association ("ITIA") or the Officiating department of the appropriate Governing Body/Governing Bodies.
  10. Officials shall comply at all times with applicable criminal laws. For the avoidance of doubt, and without limiting the foregoing, this obligation is violated if an Official is convicted of or enters a plea of guilty or no contest to a criminal charge or indictment for any criminal offence in any jurisdiction.
    - a. All Officials shall complete a police vetting form prior to undertaking any form of officiating duty.
  11. Officials shall not be endorsed, employed, sponsored or otherwise engaged by any entity that directly offers and/or accepts wagers in connection with the outcome or any other aspect of any Tennis Event or

any other tennis competition, including, without limitation, bookmakers and any person or entity who operates websites, applications, retail, credit, telephone, online and/or mobile tennis betting services; casinos operating sports books with tennis betting; and lotteries operating sports books with tennis betting.

12. Officials shall not talk to, or have conversations with, spectators while officiating a match, except as is necessary during the ordinary course of officiating a match.
13. Officials shall not, at any time, participate in any media interviews or meetings with media from which their statements relating to tennis officiating can be printed, broadcast, posted on social media, or otherwise publicly disseminated, without the approval of the appropriate Supervisor/Referee if during a Tennis Event and, at all other times, the Tennis NZ officiating department.
14. Officials shall not, at any time, give, make, authorise or endorse public comments, including posting anything on any social media channels, which unreasonably attacks or disparages a Tennis Event, player, player support personnel, other Official, Tennis Event personnel, the ITIA, a Governing Body, or Governing Body personnel.
15. Officials shall not, at any time, engage in unfair, unprofessional, discriminatory, or unethical conduct, including, but not limited to, attempts to injure or intentionally interfere with other Officials, players, Tennis Event personnel, player support personnel, Governing Body personnel, and spectators, and reckless or negligent conduct that is likely to cause such injury or interference. All Officials shall also set a good example in their conduct to other Officials.
16. Officials shall not, at any time, engage in abusive conduct, either physical or verbal, or threatening conduct or language directed toward other Officials, players, player support personnel, Tennis Event personnel, Governing Body personnel, spectators or members of the press/media.
17. Officials shall not, at any time, abuse their position of authority or control and shall not harm or jeopardise or otherwise attempt to harm or jeopardise the psychological, physical, or emotional wellbeing of other Officials, players, Tennis Event personnel, player support personnel, or Governing Body personnel.
18. Sexual advances or sexual harassment or abuse of any kind towards other Officials, players, player support personnel, Tennis Event personnel, spectators, Governing Body personnel, or members of the press/media shall not be tolerated.
19. Officials shall make all Tennis Event-related requests to the Supervisor/Referee or Chief Umpire.
20. Officials shall commit to work at a Tennis Event until released by the Supervisor/Referee. If an Official has accepted an assignment to officiate at a Tennis Event, he/she/they shall not withdraw from that assignment unless unforeseen or extreme circumstances cause them to do so. This must be communicated to the Referee or Officials Coordinator as soon as possible.
  - a. The relevant Officiating Representative may revoke an Official's assignment at any time, if in the reasonable opinion of the Officiating Representative, the Official's continued participation in the Tennis Event or Tennis Events poses a risk to the successful delivery of the Tennis Event/Tennis Events.
21. All Officials are under a continuing duty to disclose to the Programme any actual, suspected, or alleged breaches of the Code of which they are aware, whether breaches of their own or of another Official. Failure to so report is a breach of the Code.
22. Officials shall act honestly at all times.
23. Officials shall cooperate fully with any investigation and/or proceedings under this Code (whether in relation to their conduct or that of another Official),
  - a. Further, Officials shall not
    - i. provide any inaccurate information,
    - ii. omit any relevant information which is requested, or
    - iii. deliberately mislead or attempt to mislead such bodies, their staff, or other Officials.
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      2. Investigation of alleged breaches
        - a. Alleged breaches of this Code by an Official that take place while the relevant Official is working at a particular Tennis Event (i.e., at any time during the period that the Tennis Event is ongoing, and not solely while the Official is on-site at the Tennis Event and matches are being played) shall be reported promptly to the Tennis NZ officiating department and will be investigated accordingly.