



Where Olympic Journeys Begin

CODE OF CONDUCT

NATIONAL REFEREE

I understand that as a USA-National Karate-do Federation (“USA KARATE”) Referee/Judge (referred to hereafter as “Referee”), and official representative of USA KARATE, there are responsibilities, expectations, and duties attached to my position and membership. I understand I have an impact on the USA KARATE brand as a National Governing Body, the United States Olympic & Paralympic Committee (“USOPC”), and the World Karate Federation (“WKF”). It is clear that my position as a USA Karate Referee is one of authority, accountability, and that it is critical to the development of athletes and to the integrity of the sport at all levels.

As an official referee representative of USA KARATE, I shall:

1. Obey all USA KARATE published rules, regulations, policies, protocols, and procedures including the USA Karate Code of Conduct, SafeSport, Conflict of Interest, Gift Policy and Whistleblower Policy, Social Media Policy and Guidelines, USA Karate Bylaws, USA Karate Official’s Policy Manual, maintain a current and acceptable NCIS clearance, and attend other mandatory training, requirements or functions.
2. Always maintain a professional manner, promoting USA KARATE positively, and refraining from engaging in harmful and/or disparaging social media communications or posts regarding USA Karate, its Board of Directors, committees, officers, coaches, any member, or other participants including competitors and or their performances.
3. Not disclose any confidential or non-public information related to USA KARATE via social media or any other means.
4. Refrain from taking any actions, or consuming any substances including alcohol, before or during any Karate competition event that could impair my judgment or abilities as a Referee.
5. Exercise appropriate care and judgment to ensure safety and welfare of the competitors and tournament co-workers.



Where Olympic Journeys Begin

6. Maintain and improve my knowledge of competition rules, procedures, and responsibilities. Do my utmost to further my abilities through USA KARATE, Pan-American Karate Federation ("PKF"), and World Karate Federation "WKF" sanctioned seminars and certification courses.
7. Readily accept constructive evaluations and feedback from authorized supervisors to improve my skills as a USA Karate Referee.
8. Enforce the Rules of Competition in a fair and impartial manner, showing no favoritism by actions, inactions or appearance toward one competitor over another.
9. Declare any actual or perceived conflicts of interest, personal issues, or illness or conditions that may question or impair my ability to perform, and, if necessary, to recuse myself.
10. Refrain from accepting favors, cash, gifts, in-kind or monetary rewards from competitors, coaches, spectators, participants, or delegation representatives in exchange for my actions as a Referee.
11. Refrain from coaching competitors while serving as a Referee.
12. Refrain from discussing events or results from a match with any athletes or coaches.
13. Refrain from fraternizing with competitors or coaches during any Karate competition event.
14. Socializing after hours with a family or dojo member competing at an event is not a violation of this policy.
15. Associating with Referees who are also participating as athletes is not a violation of this policy.
16. Athlete Advisory members of the Referee Committee discussing matters or concerns related to officiating is not a violation of this policy.
17. Refrain from appearing in photos/videos together with coaches or competitors during USA KARATE competitions in progress, when wearing the official Referee uniform.



Where Olympic Journeys Begin

18. A photo/video that is taken in which a Referee appears in the same photo/video as a coach or competitor while officiating or performing official duties is not a violation of this policy.
19. Conform to the proper dress codes.
20. Arrive at state, regional, national, or international competition venues by the designated time and remain until the Chief Referee or official delegated designee officially excuses me or until the completion of the competition.
21. Obey state, national, and international laws and be forthcoming regarding any violations that may affect my eligibility to serve as a Referee.
22. I acknowledge that I have read the Referee's Code of Conduct and that I am aware of the USA Karate Policies and Procedures referenced above. I fully understand, agree to, and shall comply with all the terms and conditions contained. I understand that failure to comply may result in disciplinary action including loss of license, suspension, or expulsion from the organization.



Where Olympic Journeys Begin

SOCIAL MEDIA POLICY AND GUIDELINES

I acknowledge my role as a representative of USA KARATE, the Pan-American Karate Federation (“PKF”), the World Karate Federation (“WKF”), the United States Olympic & Paralympic Committee (“USOPC”) and the Olympic Movement, family and community and pledge to embody their values and always conduct myself with professionalism and positivity. I acknowledge that I am responsible for reviewing my posts before publishing them to ensure that I am maintaining a professional presence on social media. I will use social media to purposefully and positively promote abilities, professionalism, community, and social values. This Policy applies to all USA Karate Referees whether acting in an official capacity or not.

As a USA KARATE Referee, I acknowledge the Policy and I am responsible for:

1. My participation in any social media channel or discussion. Participation includes:
 - a. Personal posts.
 - b. Comments made on another individual’s, group, or organization’s post.
 - c. Sharing a post made by another.
 - d. Reacting or responding to another’s post.
 - e. Posting or reacting to any photos, videos, or other recordings.
2. I will refrain from posting, commenting on, sharing, or reacting to posts on social media disparaging or negative remarks about fellow USA Karate Referees, competitors, coaches, staff members, volunteers, or any USA Karate sponsors.
3. I will refrain from posting, commenting on, sharing, or liking posts on social media that may be construed as having a bias (positive or negative) towards any specific USA Karate, WKF, or PKF athlete, coach or affiliated USA Karate organization. There are exceptions to this prohibition including, but not limited to:
 - a. Posting, commenting, sharing, or reacting to comments regarding a family member or a student.



Where Olympic Journeys Begin

- b. Posting, commenting, sharing, or reacting to comments that are congratulatory, encouraging, or publishing positive comments regarding USA Karate or Team USA competitors, coaches staff members, volunteers, or any USA Karate sponsors.
 4. I will refrain from posting, commenting on, sharing, or reacting to posts on social media about which athlete(s) should or should not be selected to represent Team USA in an international event.
 5. I will refrain from posting, commenting on, sharing, or liking posts on social media that may explicitly or implicitly compare any active USA Karate, WKF, or PKF athlete's abilities against another active USA Karate, WKF, or PKF athlete.
 - a. Making a positive comment on a match, a particular athlete, or a competition team would not, in and of itself, be construed to be a violation of this rule, unless the comments also offer comparisons and/or negative comments regarding other competitors.
 6. I will refrain from posting, commenting on, sharing, or reacting to posts on social media regarding a match in which I served as an USA Karate Referee.
 7. I will refrain from posting, commenting on, sharing, or reacting to posts on social media that are disparaging or negative about USA KARATE, PKF, WKF, USOPC, the US Anti-Doping Agency, the World Anti-Doping Agency, or the US Center for SafeSport by name or the name of its board of directors, executive team, staff, coaches, officials, tournament staff, official sponsors, etc.
 8. I will avoid using profane or obscene language or content on social media.
 9. I will not post content that promotes, fosters, or perpetrates discrimination of any kind including, but not limited to, any discrimination which is based upon race, creed, color, age, religion, gender, marital status, national origin, physical or mental disability or sexual orientation on social media.
 10. I will not infringe on any copyrights or trademarks on social media.
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Signature_National Referee

Date

Full Legal Name