

# **CODE OF ETHICS CONFLICT OF INTEREST**

## **NEW HAMPSHIRE FOOTBALL OFFICIALS' ASSOCIATION, INC.**

(Revised May 2010)

The code of conduct for football officials is intended to guide the conduct of officials in the service they render to schools, players and coaches, sponsoring organizations and the public.

1. The NHFOA's mission is to provide the best possible officiating service in every football game administered by its officials.
2. An official shall support the NHFOA in its mission. Officials must be competent, must be aware of the expectations of the client, and must know when to seek assistance, as well as take every opportunity to learn and develop his or her skills.
3. An official shall devote time, thought and study to the rules of the game and the mechanics necessary to carry out these rules to enable them to provide effective, high quality service in a fair and unbiased manner.
4. An official shall work with fellow officials and the state association in a spirit of harmony and cooperation, notwithstanding any differences of opinion that may arise during debate of game issues or rules interpretations.
5. An official shall be prepared for each game both physically and mentally, shall abide by the NHFOA's uniform and travel dress code policies, shall maintain a proper appearance that is befitting the importance of the game and shall arrive on time for all assignments.
6. An official shall constantly uphold the honor and dignity of the avocation in all personal conduct and relations with student-athletes, coaches, athletic directors, school administrators, colleagues, and the public, in order to set a worthy example to the clients.
7. An official shall not use his or her position as an official for personal benefit, other than the benefits enjoyed from officiating. Under all circumstances, officials must avoid promoting the special interest of any person or group of persons other than the schools and athletes they serve.
8. An official shall honor all officiating contracts and obligations regardless of possible personal inconvenience or financial loss.
9. An official shall refrain from using tobacco products at the contest site or on school property.
10. An official shall not officiate any game after having had any alcoholic drink that day.
11. An official shall not officiate any game after using any illegal substance.
12. An official shall not criticize or second guess another official's judgment when communicating with a coach, player, team or representative of a team. If a player or coach asks a question, the official should listen carefully and then give a definitive and decisive answer.
13. An official shall avoid undue fraternization and conversation with coaches and players before, during or after a game, including during intermission. While some

conversation is permissible, an official must use good judgment in limiting such conversation to avoid any appearance of favoritism.

14. An official shall treat all other officials, players, coaches and organizations with respect. An official shall provide the same quality service to all clients.
15. An official shall use discretion in disseminating information about the NHFOA, and has the obligation to understand what type of information is confidential and should not be disclosed.
16. An official should avoid social contact with coaches or representatives of teams who are potential clients.
17. An official shall not accept assignment of a **varsity contest** if any of the following conditions exist:
  - a. If the official is not a member in good standing of the NHFOA.
  - b. If the official or the official's spouse is employed by any school fielding a team involved in a contest.
  - c. If the official is related by blood or marriage (parent, grandparent, child, grandchild, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law) to a person affiliated with a team involved in the contest.
  - d. If the official and any person affiliated with a team involved in a contest are former or present teammates, roommates, classmates, business associates or close personal friends.
  - e. If the official or the official's spouse attended or worked at either school of the involved schools within the last five years.
  - f. If the official has a child attending school at one of the involved schools or a child who graduated from one of the schools within the previous five years.

The policy further requires that an official should notify the commissioner of any conflicts of interest prior to game assignments. In addition, an official must notify the Commissioner if the official receives his schedule and determines that a conflict of interest exists.

**NOTICE:** Every member of the NHFOA is hereby reminded that they are under a continuing obligation to notify this association of any potential conflicts of interest that occur after the season has started.