



CMAS

**CONFEDERATION MONDIALE DES
ACTIVITES SUBAQUATIQUES
WORLD UNDERWATER FEDERATION**

Referee Structure for CMAS Underwater Hockey Games

DOCUMENT INFORMATION

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DOCUMENT HISTORY

	Name	Telephone	E-mail
Document owner:	CMAS UWH Commission		
Authorised by:	Thomas de Trébons		
Reviewed by:			
Reviewed by:			
Reviewed by:			

REVISION HISTORY

Version	Date	Comments	Author
Issue 0.1	26/10/09	Initial version	Ken Kirby
Issue 0.2	08/02/10	Code of Conduct added	Andrew Berry

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Referee Structure For CMAS Underwater Hockey Games

All candidates to become CMAS Underwater Hockey Referees must be fit and able to swim to acceptable standards in order to take an active part in any rescue or safety situation which might arise, and to keep up with the speed of international competitive games.

National federations should send level 3 Referees to CMAS international games but may send National level 2 Referees if they are experienced referees with a thorough understanding of the rules of Underwater Hockey.

Before the tournament starts all Referee candidates will take the 'Beep test' as described in **annexe 1** of this document.

Candidates will be assessed according to their ability and fitness as ascertained by the 'Beep test'.

Candidates able to reach at least level 1 in the 'Beep test' will be awarded CMAS level 1.

Candidates able to reach at least level 4 in the 'Beep test' will be awarded CMAS level 2

Candidates able to reach at least level 6 in the 'Beep test' will be awarded CMAS level 3.

Any candidate unable to reach level 1 will not be eligible to referee at CMAS games.

CMAS level 1 Referees will only be eligible as 'Timekeeper' or 'Scorer'

CMAS level 2 Referees or above will be eligible to water referee or Match Chief referee as decided by the Tournament Chief referee.

The Tournament Chief Referee will allocate games to Referees according to their CMAS level;

CMAS Referees will keep their awarded level until the start of a new tournament when they will be assessed again and awarded a level for those games according to their fitness at that time.

A reduction to the Referee's national team's tournament fees according to the CMAS Referee level will be allowed for each Referee supplied.

Clock	Time	Length	Level	Names
0 :00	40 secs	1	0	
0 :40	40secs	2	0	
1 :20	40secs	3	0	
2 :00	40secs	4	1	
2 :40	38secs	5	1	
3 :18	38secs	6	1	
3 :56	38secs	7	1	
4 :34	38secs	8	2	
5 :12	36secs	9	2	
5 :48	36secs	10	2	
6 :24	36secs	11	2	
7 :00	36secs	12	3	
7 :36	34secs	13	3	
8 :10	34secs	14	3	
8 :44	34secs	15	3	
9 :18	34secs	16	4	
9 :52	32secs	17	4	
10 :24	32secs	18	4	
10 :56	32secs	19	4	
11 :28	32secs	20	5	
12 :00	30secs	21	5	
12 :30	30secs	22	5	
13 :00	30secs	23	5	
13 :30	30secs	24	6	
14 :00	28secs	25	6	
14 :28	28secs	26	6	
14 :56	28secs	27	6	
15 :24	28secs	28	7	
15 :52	26secs	29	7	
16 :18	26secs	30	7	
16 :44	26secs	31	7	
17 :10	26secs	32	8	
17 :36	24secs	33	8	
18 :00	24secs	34	8	
18 :24	24secs	35	8	
18 :48	24secs	36	9	
19 :12	22secs	37	9	
19 :34	22secs	38	9	
19 :56	22secs	39	9	
20 :18	22secs	40	10	
20 :40	20secs	41	10	
21 :00	20secs	42	10	
21 :20	20secs	43	10	
21 :40	20secs	44	11	

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Referees Beep Test

Set up

25m pool, divided by a rope across the pool at the ½ way mark.

Stop watch and copy of the test sheet giving levels and start times for each length.

When the clock reaches the time in the table the person in charge will blow the whistle to start.

Test

The swimmers line up at one end of the pool and on the whistle swim on the surface to the dividing rope. When they reach the rope they dive under the surface and continue underwater until they touch the end wall.

It is important they don't surface until they touch the end wall.

They then wait until the next whistle and swim on the surface to the rope, dive underwater and swim underwater until they touch the end wall again.

These lengths continue until each swimmer is unable to start the next length or they are unable to fully complete the underwater swim.

Enter the swimmer's name next to the last length they completed

Preamble

Referees Code of Conduct

The integrity of officiating rests on the integrity and ethical conduct of each individual official. This integrity and conduct are the very basis of the future and well-being of the sport.

The purpose of the code of conduct can be summarised into the following principles

First, to provide our members with a meaningful set of guidelines for their conduct and to provide them with agreed-upon standards of practice;

Secondly to provide to other sports officials these same guidelines and standards of practice for their consideration;

Thirdly to provide to others, criteria by which to judge our actions.

1 INTERPRETATION

In this document

“**Bookmaker**” means a person or organisation in the business of receiving, negotiating, or settling bets;

“**CMAS**” means Confederation Mondiale des activités Subaquatiques

“**Code**” means the Code of Conduct

“**Committee**” means the Conduct Committee constituted by CMAS to investigate and conduct hearings in the name of the CMAS in relation to alleged breaches of the Code and to impose sanctions as necessary

“**Competition**” means any match played as part of a structured tournament or series, a trial match, a friendly match, a match against a visiting team from another federation or matches, trials or any other competitions involving a CMAS Federation ;

“**Endorsed CMAS Referee**” means an individual accredited and endorsed by CMAS as a Referee

“**Federation**” means a Federation which is affiliated to CMAS;

“**Game**” means Underwater Hockey;

“**Laws of the Game**” means the Rules of the Game of Underwater Hockey

“**Match**” means a game of Underwater Hockey

“**Official**” means any individual accredited to a Competition or match by CMAS to perform an official function and includes, but is not limited to the following: The World Tournament Director, The World Rules Director, The World Chief Referee, Chief Referees Water Referees, Time Keepers and Score Keepers”

2. ENDORSED CMAS REFEREES

2.1 Endorsed CMAS Referee's in addition to those obligations listed in the code of conduct (section 3) must

- (a) act in good faith and in the best interests of the game
- (b) avoid all conflicts of interest between: their own interests or the interests of any other person or organisation and the interests of the game;
- (c) not disclose to any person/organisation or use for his or her own purposes confidential information obtained as a result of their relationship with CMAS

3 THE CODE OF CONDUCT

3.1 All Officials of the game shall not make any public pronouncement or media comment which is detrimental to:

- (i) the game of Underwater Hockey in general, or
- (ii) any particular game between teams, or
- (iii) any particular Official, or
- (iv) any particular Team.

3.2 All Officials of the game shall not disclose or comment upon any alleged breach of this Code of Conduct or any hearing, report or decision arising from such a breach unless such disclosure is required under the provisions of this Code of Conduct.

3.3 All Officials of the game shall not bet or otherwise financially speculate, directly or indirectly, on the outcome or on any other aspect of a match or Competition in which they are either involved in, or connected to.

3.4 All Officials of the game shall not throw or fix a match, try to achieve a contrived outcome of a match or a Competition, or otherwise influence improperly the outcome or any other aspect of a match or a Competition.

3.5 All Officials of the game shall not provide any information to a Bookmaker about a match or any aspect of a match which he or she is either involved in (in any capacity) or connected to.

3.6 All Officials of the game shall not receive or provide any money, benefit or other reward (whether financial or otherwise) which could bring themselves or the game into disrepute.

3.7 All Officials of the game shall report immediately to the World Chief Referee & World Tournament Director any offer of a bribe or other benefit to do anything mentioned in paragraphs 3.3 and 3.4 or any attempt by any other person to do anything mentioned in paragraphs 3.5 or 3.6.

3.8 All Officials of the game shall promote the reputation of the game and take all reasonable steps to prevent the game from being brought into disrepute.

3.9 All Officials of the game shall not use any banned substance as listed by CMAS.

3.10 All Officials of the game shall not use or in any way be concerned in the use or distribution of banned substances.

3.11 All Officials of the game shall not abuse, threaten or intimidate another Official, whether in or out of the water.

3.12 All Officials of the game shall not show unnecessary obvious dissension, displeasure or disapproval towards another official or their decision or generally following a decision of an Official.

3.13 All Officials of the game shall not use crude or abusive language or gestures towards other Officials or spectators.

3.14 All Officials of the game shall not do anything which is likely to intimidate, offend, insult or humiliate another on the ground of the religion, sexual orientation, disability, race, colour or national or ethnic origin of the person.

3.15 All Officials of the game shall not conduct themselves in any manner, or engage in any activity, whether on or off the field, that would impair public confidence in the honest and orderly conduct of matches and competitions or in the integrity of their own good character.

3.16 All Officials of the game shall not engage in any other conduct which is not listed, but is deemed to be prejudicial to the interests of the game or which adversely affects or reflects on or discredits the game.

3.17 All Officials shall at all times observe and comply with the provisions of the code of conduct.

4. PROCEDURES FOR DISCIPLINING BREACHES OF THE CODE OF CONDUCT

4.1 INTRODUCTION

4.1.1 The following procedures have been established in order to assist in providing uniform disciplinary procedures for alleged breaches of the Code.

4.2 CONDUCT COMMITTEES

4.2.1 At each CMAS endorsed competition a Conduct Committee must be established in the name of CMAS which will have the power to act and determine all alleged breaches of the Code by those under its jurisdiction.

4.2.2 The Committee shall consist of three individuals accredited to the competition nominated by the Federations present at the competition.

4.2.3 The nominated candidates must be approved by a majority of the Federations present at the competition.

4.2.4 No two individuals who sit on the committee may belong to the same Federation.

4.2.5 At competitions where Federations from more than one continent are competing, the conduct committee should consist of members from differing continents.

4.2.6 One of the three individuals who comprise the committee must be appointed as Chairperson by a majority of the Federations present at the competition.

4.3 BREACHES OF THE CODE

4.3.1 Where CMAS is notified by an individual, or for any other reason believes, that an Official under its jurisdiction may have acted in breach of the Code, it must, in a timely manner, notify:

- (i) the participant in respect of whom a breach has been alleged; and
- (ii) the relevant Federations; and
- (iii) the relevant individuals;

of the nature of the alleged breach and must include particulars of the alleged breach.

4.3.2 The Conduct Committee must be convened and must investigate the alleged breach of the Code.

4.3.3 The individual concerned will be suspended from officiating, until the investigation of the committee has been completed.

4.3.4 The Conduct Committee will have power to regulate its own procedure. Subject to its obligation to give proper consideration to the matter before it, a Committee should generally conduct hearings with as little formality, and with as much expedition, as is permitted by the nature of the matter.

4.3.5 The investigation referred to in clause 4.3.1 must be commenced as soon as reasonably practicable after the Committee receives notification of the alleged breach under clause 4.3.1.

4.3.6 The Conduct Committee may impose any disciplinary measure which it thinks fit, taking into account any relevant aggravating or mitigating circumstances.

4.3.7 The Conduct Committee must prepare a written statement of its factual findings, decision and reasons.

4.3.8 the Committee must provide copies of that statement to:

- (i) the participant in respect of whom a breach has been alleged, and
- (ii) the relevant Federation (s), and
- (iii) the general public.

5. APPEALS

5.1 An individual against whom a Committee has made an adverse finding pursuant to clause 4.3.6, may appeal against the decision, including any disciplinary measure imposed.

5.2 Written notification of an appeal under 5.1 must be received by the CMAS Underwater Hockey Commission within 72 hours of the original finding.

5.3.1 A panel comprising three Underwater Hockey commission members may at its discretion hear the appeal.

5.3.2 The panel may not comprise of any member who sat on the conduct committee.

5.3.3 The Panel constituted under 5.3.1 will have the power to regulate its own procedure. Subject to its obligation to give proper consideration to the matter before it, the panel should generally conduct hearings with as little formality, and with as much expedition, as is permitted by the nature of the matter.

5.3.4 The Appeal Panel may vary or negate any disciplinary measure imposed by the committee as it thinks fit.

5.3.5 The Appeal Panel must prepare a written statement of its factual findings, decision and reasons.

5.3.6 The Appeal Panel must provide copies of that statement to:

- (i) the participant in respect of whom a breach has been alleged, and
- (ii) the relevant Federation (s), and
- (iii) the general public.

5.3.6 The Decision of the Appeal Panel shall be final.

6. COMPLIANCE

6.1 All Federations and Officials are deemed to have full knowledge of these Procedures and any Guidelines in relation to these Procedures.

6.2 A Federations must ensure it complies with the Procedures and Guidelines and must take reasonable steps to inform each Official under its jurisdiction of the terms of the Procedures and Guidelines.