



Judo Ontario

Referee Committee Policy

Revisions and Approvals History

Date	Update or Revision Description	Approval By	Approval Date
27 April, 2022	Policy Document Tabled for Review	JO PRC	14 MAY 2022

1. Preamble

Judo Ontario strives to expand the sport of Judo as a recreational activity as well as develop international caliber athletes. To achieve this, it is essential that Judo Ontario develop programs that provide a world class sporting experience. In addition to supporting locally operated clubs, ensuring that competitions are well organized and operated is a critical undertaking.

2. Mission Statement

- 2.1. Within the overall goals and aspirations of Judo Ontario, the Judo Ontario Referee Committee (JORC) plays an important role in both the creation of an outstanding experience for competing athletes, as well as in developing the understanding of current IJF rules by athletes and coaches.
- 2.2. To achieve its mission, the JORC will:
 - 2.2.1. Officiate according to acceptable standards at competitions for all athletes including both able-bodied and differently abled, held within Ontario and beyond.
 - 2.2.2. Undertake programs and other initiatives in coordination with other Judo Ontario Activities and events to ensure that coaches and athletes have the most recent interpretation of current rules.
 - 2.2.3. Build supportive relationships with both athletes and coaches with the overall goals of athlete development and providing high quality experiences for athletes, coaches, and parents.

3. Objectives

- 3.1. To contribute to the overall goals of Judo Ontario, the JORC has the following objectives:
 - 3.1.1. Build collaborative relationships among Judo Ontario athletes, coaches, and referees (stakeholders).
 - 3.1.2. Keep current of, and disseminate to stakeholders, current IJF Refereeing Rules, any National Sport Organization/Provincial Sport Organization (NSO/PSO) modifications thereto.
 - 3.1.3. Foster the development of certified referees to Provincial and National levels.
 - 3.1.3.1. Increase number of referees in talent pool including women and youth
 - 3.1.3.2. Develop and train officials to the highest standard, with a thorough knowledge of current IJF rules, current NSO/PSO Age-Specific modifications and rule interpretations.
 - 3.1.3.3. Provide support, when available and appropriate, for Ontario referees to reach international levels

4. Activities

In coordination with the Judo Ontario Board through the Vice President of Competitions, the JORC shall undertake the following responsibilities:

- 4.1. Developmental
 - 4.1.1. Create a collaborative environment conducive to encouraging athletes and other members to become referees
 - 4.1.2. Provide workshops and seminars updating stakeholders on current rules and their interpretation
 - 4.1.2.1. Will organize and conduct at least one provincial Refereeing Rules and Procedures seminar per year.
 - 4.1.3. Educate, evaluate, and examine referees up to Provincial "A"
 - 4.1.3.1. Select evaluators and conduct referee evaluations and examinations at any Judo Ontario sanctioned tournaments as appropriate and provide a summary of the evaluations to Judo Canada annually.
 - 4.1.3.2. Evaluators shall be selected in accordance with Judo Canada guidelines.
 - 4.1.4. Set and strive to reach, annual minority and gender refereeing targets.
 - 4.1.5. Provide timely critiquing and feedback to referees on their performance, as required
 - 4.1.6. When requested, cooperate with the conducting of national referee evaluations within Ontario
- 4.2. Operational
 - 4.2.1. Provide support and supervision of referees at Judo Ontario sponsored competitions and other events and activities initiated through Judo Ontario
 - 4.2.2. Provide support to Co-operate with "Club-A" (Annual) and "Club-B" (Monthly) sponsored tournament organizing committees sanctioned by Judo Ontario
 - 4.2.3. Recommend PSO rule changes or additions to the Judo Ontario High Performance Committee
- 4.3. Administrative

- 4.3.1. Develop an annual budget, submitted to the VP Competitions and subject to the approval of the Judo Ontario Board of Directors for the operation of the Committee's activities
 - 4.3.2. Maintain a current list of Ontario referees and their activities
 - 4.3.3. Maintain and implement the provincial referee policy as approved by the Board of Judo Ontario
 - 4.3.4. Provide an annual schedule of JORC meeting
 - 4.3.4.1. Keep and provide minutes of its meetings to Judo Ontario on a timely basis
 - 4.3.5. Liaise with the National Referee Committee
 - 4.3.6. Issue provincial referee diplomas or other forms of recognition to Ontario referees
5. **JORC Responsibilities**
 - 5.1. Maintain high quality refereeing in Ontario and undertake developmental activities for all stakeholders in Ontario.
 - 5.1.1. Associated activities will be undertaken in coordination with other Judo Ontario activities
 - 5.1.2. Associated activities will be coordinated with the National Referee Committee as required.
 - 5.2. Responsibility for the correct interpretation, clarification, and application of the IJF Refereeing and Sporting Rules, as well as any NSO/PSO Rules modifications and National/Provincial Referee Policies & Procedures.
 - 5.3. In coordination with the VP Competitions, develop and update priority lists of Ontario Referees for advancement to National "A", "B" & "C" levels and to nominate these candidates for evaluation to the National Referee Committee.
 - 5.4. In coordination with the Judo Ontario Board of Directors, through the VP Competitions, the selection of referees for national and international events when permitted by the National Referee Committee.
6. **Composition of the JORC**
 - 6.1. The VP-Competitions will select and appoint the Chairperson of the JORC subject to approval from the Judo Ontario Board of Directors.
 - 6.1.1. If there is no chair for the JORC, the role will default to the VP Competitions
 - 6.1.2. The Chairperson will select the members of the JORC.
 - 6.1.3. The JORC target membership shall be at least three members, subject to availability of volunteer members.
 - 6.1.4. JORC members are subject to final approval from the VP-Competitions and the Provincial Board of Directors.
 - 6.1.5. Selection to or removal from the JORC is at the discretion of the Chairperson, after consultation with the VP Competitions.
 - 6.1.5.1. Removal from the JORC is not subject to appeal beyond what is stated in the Judo Ontario Discipline, Dispute, and appeals Policy
 - 6.2. Eligibility requirement for membership on the JORC
 - 6.2.1. Must be a member in good standing with Judo Ontario and Judo Canada
 - 6.2.2. As per the Judo Canada National Referee Policy (2022) section 2.4, at least one member of the committee shall be a National A or above, to the extent that referees of that rank are available to serve on the committee.
 - 6.2.3. The minimum rank for inclusion on the JORC shall be Provincial "A"
 - 6.2.4. In accordance with gender equity policy, all reasonable effort must be made to include woman, in accordance with Section 7 of the Judo Ontario Gender Equity Policy, and youth
 - 6.2.4.1. Non-referee Judoka of at least Shodan may be included to achieve this objective with approval of the VP Competitions and the Judo Ontario Board of Directors.
7. **Video Review Policy**
 - 7.1. At tournaments whether there is or is not an official video review system (e.g.: CARE system) in use, Chief Referees, Mat Chiefs and Referees will never be allowed to view "privately-shot" video of matches for the purpose of validating or changing a call.
8. **Referee Participation Protocol Outside the Province of Ontario**
 - 8.1. Ontario referees must seek permission, in advance, to participate in events outside of Ontario.
 - 8.2. Requests must be sent to the JORC Chairperson at least 30 days in advance of the event date
 - 8.3. Requests will be reviewed, and permission granted at the discretion of the JORC.
 - 8.4. Funding requests shall be subject to budget approval

8.5. If the event is outside of Canada, Judo Canada Referee Committee permission is also required.

8.5.1. Requests must be sent 60 days in advance of international events.

9. Referee Development Fund (RDF)

9.1. Purpose of the Fund

9.1.1. The primary use of the RDF is for the development of referees in Ontario

9.1.2. Acceptable expenses, subject to budgetary constraints

9.1.2.1. Costs associated with hosting referee development clinics and seminars

9.1.2.1.1. Cost of purchasing, copying, printing and reproduction of educational materials such as rule books, pamphlets, and educational videos.

9.1.2.2. Direct Costs associated with conducting of Provincial referee examinations

9.1.2.3. Costs associated with hosting National referee examinations; less surcharges recovered from out-of-province candidates.

9.1.2.4. Pre-approved costs, subject to budgetary and policy requirements, to attend national or international tournaments or seminars.

9.1.2.4.1. Reimbursement of successful approved referees for national and international examination fees, including any imposed surcharges, charged by national or international referee evaluation organizations.

9.1.3. Other expenses may be considered subject to approval by the VP Competitions and the Judo Ontario Board of Directors.

9.2. Administration

9.2.1. The Referee Development Fund (RDF) is subject to oversight and review by the Judo Ontario VP- Finance and the VP-Competitions

9.2.1.1. The JORC chair shall provide an annual budget for approval by the Judo Ontario Board of Directors.

9.2.1.2. Subject to the annual budget, allowable funding for events and travel shall be posted annually

9.2.1.3. An annual report of fund income and expenses will be provided to Judo Ontario membership

9.2.2. The RDF will be funded primarily from tournament entry fees as described in the Judo Ontario tournament sanction policy.

9.3. Procedure for claiming eligible RDF expenses

9.3.1. Expenditures from the RDF require the pre-approval of the Committee.

9.3.1.1. Payments directly to Committee members must be overseen by the Chairperson

9.3.1.2. Expenses by the Chairperson require the approval of the VP Competitions.

9.3.1.3. Expenses incurred by members of the Judo Ontario Board shall be reviewed by the chair of the JORC and then given final approval by the VP Competitions and/or President of Judo Ontario

9.3.2. All claims require a submission of a Judo Ontario Expense Claim form and, where required, are to be supported with receipts for the amount claimed.

9.3.3. Re-imbursment for use of a private vehicle travelling to a pre-approved event is subject to Judo Ontario's Expense Policy and rate in effect at time of travel.

9.3.3.1. Distance between two points being claimed is calculated and will be verified using "MapQuest" or "Google Maps".

Referee Policies

10. Competition Standards

10.1. Judo Canada regional competitions (e.g.: Ontario Open)

10.1.1. Chief Referee: minimum National "A" appointed by JORC

10.1.2. Mat Officials: minimum National "A"

10.2. Selection tournaments (e.g.: Ontario Youth, Provincial Championships and Ontario Winter Games)

10.2.1. Chief Referee: minimum National "A". appointed by JORC

10.2.2. Mat Officials: minimum Provincial "B"

10.3. Club-A tournaments: (Commonly referred to as "Annual" tournaments)

10.3.1. Chief Referee: minimum Provincial "A".

10.3.2. Mat Officials: minimum Ontario Regional

10.4. Club-B tournaments: (Commonly referred to as "Monthly" or "Developmental" tournaments)

10.4.1. Chief Referee: minimum Provincial "A".

- 10.4.2. Mat Officials: No minimum but subject to approval from tournament host.
- 10.5. Club-C tournaments: (In-house or Invitational/Closed Tournaments involving three or fewer clubs)
 - 10.5.1. The Committee assumes no responsibility or jurisdiction over these events
- 10.6. Non-sanctioned judo tournaments
 - 10.6.1. The committee assumes no responsibility or jurisdiction over these events
 - 10.6.2. Ontario referees officiating at non-sanctioned tournaments may be subject to discipline as stated in the Judo Ontario Tournament Standards/ Sanction Policy

11. Provincial Referee Certification

- 11.1. General Criteria for Provincial Referee Examination
 - 11.1.1. Candidates must be members in good standing of Judo Ontario.
 - 11.1.2. Candidates must complete the Judo Ontario Referee Examination Application form including a summary of their refereeing activity since their last examination.
 - 11.1.3. Candidates for Provincial “A” & “B” examinations require the prior approval of the JORC Chairperson
 - 11.1.3.1. Committees for Provincial “A” & “B” examinations will be appointed by the JORC.
 - 11.1.3.2. In special cases, examiners may recommend that a candidate be certified above the level being sought.
 - 11.1.4. Candidates must have attended one Referee Clinic/Seminar since their last examination.
 - 11.1.5. Provincial evaluations or examinations will not take place at closed provincial championships

12. Ontario Referee Certification Levels

Level	Competencies	Examination Requirements and Procedures
Prov. A	<p>Most experienced provincial-level official. Highly capable official who demonstrates good control of matches and has relatively few changes in evaluations from mat judges. As a judge, able to effectively support their team to ensure the correct evaluations are made. Able to act as Regional Referee Coordinator and/or as Chief Referee at regional/dojo-level events. Provides good leadership to team on mat and able to mentor others.</p>	<p>Evaluations are conducted by examiners approved by the JORC. Candidates require prior approval of Committee Chairperson Minimum rank: 1st kyu (Brown belt) Minimum age: 17 years Minimum time as Prov. “B” Referee: 6 months Referee a minimum of four provincially sanctioned events since last examination. Practical evaluation on mat. Evaluation Fee: As determined and posted by the JORC after approval by the judo Ontario Board</p>
Prov. B	<p>Senior provincial-level official. Demonstrates good judgment in the assessment of scores/penalties and shows confidence in refereeing contests including matches with armlocks and chokes. Able to lead a team on mat and start to mentor others. Demonstrate an ability to manage technical officials.</p>	<p>Evaluations are conducted by examiners approved by the JORC. Candidates require prior approval of JORC Chairperson Minimum rank: 2nd kyu (Blue belt) Minimum age: 15 years Minimum time as Ontario Regional Referee: 6 months Referee a minimum of two provincially sanctioned events since last examination. Practical evaluation on mat. Demonstrate an ability to work as a technical official. Evaluation Fee: As determined and posted by the JORC after approval by the judo Ontario Board</p>
Ontario Regional (Formerly Prov. C)	<p>Entry level official that can demonstrate basic control of a match. Understands basic commands and gestures for common match situations.</p>	<p>Evaluations are conducted by the Regional Referee Coordinator or a JORC member. Minimum rank: 3rd kyu (Green belt) Minimum age: 13 years Minimum experience: 2 events Practical evaluation on mat. There is no evaluation fee at this level.</p>

13. Selection of Provincial Referees for Various Events

13.1. General criteria:

- 13.1.1. Referees must exhibit competency, impartiality, and a positive attitude toward teamwork.
- 13.1.2. Referees must meet the minimum activity status to qualify for selection to provincial, national, or international tournaments.
- 13.1.3. Other criteria that may be considered where appropriate
 - 13.1.3.1. Canadian Citizenship
 - 13.1.3.2. Official languages spoken
 - 13.1.3.3. Other extraordinary circumstances, such as illness, that may be considered relevant by the JORC after discussion with the VP Competitions

13.2. Active Status

- 13.2.1. "Active" is defined as participation during the previous twelve calendar months as follows:
 - 13.2.1.1. Referees of National status and higher will participate in one of the major Provincial events (Ontario Open, the Ontario Youth plus a minimum of two provincially sanctioned events).
 - 13.2.1.2. Provincial level referees must participate in at least three provincially sanctioned events.
 - 13.2.1.3. At the discretion of the JORC, a referee may substitute major out of province tournaments for activity credit.
 - 13.2.1.4. Referees will have attended one referee clinic during the previous twelve months.

13.3. Selection of Referees for National Championships and Inter-provincial Tournaments

- 13.3.1. When requested by Judo Canada, the JORC will select referees from the Judo Canada priority list
- 13.3.2. Selection of Referees for Inter-Provincial tournaments (e.g., Quebec Open, Edmonton International, etc.) will be based on:
 - 13.3.2.1. Tournament's minimum referee level
 - 13.3.2.2. Committee's rotating priority list.

13.4. Selection of Referees for Closed Provincial Championships

- 13.4.1. Referees must be members in good standing of Judo Ontario
 - 13.4.1.1. Qualified out-of-province referees may be considered by the JORC
- 13.4.2. JORC will appoint a Chief Referee and select referees

13.5. Provincial Fight-offs

- 13.5.1. Referees will be appointed by the JORC
- 13.5.2. Officials must be a minimum National level
- 13.5.3. Referees selected must not be associated with either player (Neutral)
 - 13.5.3.1. When three "neutral" referees are not available, the central referee will be "neutral", and each judge will be associated with a player.

14. Responsibilities of Referees with Provincial Teams

- 14.1. As ambassadors for Judo Ontario, they will adhere to the Referee's Code of Conduct and the Judo Ontario Code of Conduct.
- 14.2. Assist the Ontario Provincial coaching staff with technical and referee matters.
- 14.3. Provide a written report specific to referee matters for the selected event when requested by Judo Ontario.
- 14.4. When participating at international events and National Championships referees are subject to Judo Canada supervision.

15. Regional Referee Coordinators

- 15.1. Must be active referees within their Region
- 15.2. Must be certified Provincial "A" or higher.
- 15.3. Are appointed from within the Region in which they reside by the Regional Executive
- 15.4. Expectations associated with the role:
 - 15.4.1. Encourage young members to become referees

- 15.4.2. Provide seminars, evaluations, and examinations within the region
- 15.4.3. Actively communicate other Judo Ontario referee seminars, evaluations, and examinations within the region
- 15.4.4. Develop regional referee candidates and certify up to Ontario Regional
- 15.4.5. Work closely with tournament organizing committees in their region to ensure the highest level of officiating at regional events
- 15.4.6. Twice yearly, submit an "Activity Report" to the JORC and the VP Competitions
 - 15.4.6.1. Including suggestions and observations pertaining to regional refereeing

16. Screening Policy for Ontario Referees

- 16.1. All Ontario Referees (18 years of age and older) are subject to Judo Ontario's Vulnerable Sector (VSS) Screening Policy.

17. Code Of Conduct for Ontario Referees

- 17.1. **Impartiality:** A referee must be fair, honest, and impartial at all times. A Referee must not display or harbor favoritism or prejudices in behavior and expression.
 - 17.1.1. During a competition, a referee should minimize fraternization with athletes, coaches, and spectators to remain impartial and to minimize the possibility of a confrontation or appearance of bias.
 - 17.1.2. During a competition, a referee must not coach or cheer contestants.
- 17.2. **Conflict of Interest:** A referee must avoid any direct or indirect conflict of interest.
- 17.3. **Competence:** A referee must be familiar with the rules and regulations governing the sport of judo. Referee competency must be maintained by being active in refereeing and keeping up to date with rule changes and interpretations by attending a Refereeing Rules and Procedures seminar annually.
- 17.4. **Promptness:** A referee must be on the mat before the contestants, and strike to be prompt when attending other events.
- 17.5. **Attentiveness:** A referee must be always attentive. A Referee must devote their full attention when officiating the contest.
- 17.6. **Mutual Respect:** A referee must respect the opinion of the other referees. Each referee must be able to express their opinion without fear of ridicule or criticism from others.
- 17.7. **Teamwork:** Referees must work as a team in a co-operative spirit so that a contest may run smoothly. However, each member of a refereeing team should make independent judgments.
- 17.8. **Criticism:** A referee must not criticize other referees. Differences of opinion should be discussed with the referees concerned, or with the chief referee or referee committee.
- 17.9. **Confrontation:** A referee must not have a confrontation with referees, athletes, coaches, or spectators.
 - 17.9.1. A referee faced with such a situation must make all attempts to evade it and direct the grievance via the proper channels, usually to the Tournament Director for that event.
- 17.10. **Uniform:** At International/Inter-Provincial tournaments, a referee must be properly attired as required by the IJF Refereeing Rules and Sporting Rules (as they pertain to Refereeing aspects).
 - 17.10.1. A more casual dress code (e.g., golf shirt and grey trousers) for referees, may be supplied by tournament organizers, is sometimes adequate.

18. General Conflict of Interest Guidelines

18.1. Preamble

- 18.1.1. In the Judo community as in all other organizations, situations arise where the person involved in the decision-making process will find that their ability to make the decision is compromised or their objectivity is impaired due to certain factors.
- 18.1.2. In such situations, the decision maker must respond by declining to take part in the process.
- 18.1.3. The object of these guidelines is to make the decision-making process as fair as possible and ultimately the removal of all indications of conflict or bias, whether perceived or real.

18.2. General Principles:

- 18.2.1. In each matter relating to the interaction between two parties, the deciding party must be objective and free from compromising influences. Objectivity is impaired when the deciding party has a real interest in the outcome of the process or is biased towards a certain outcome to the extent

that the deciding party would be unable to carry out the decision-making powers properly and competently.

18.2.2. When the conflict does arise, the deciding party must declare the conflict and refrain from involvement in the decision-making process and from attempting to influence the remaining decision makers.

18.2.3. A declared conflict of interest or bias may be resolved within the group making the decision.

18.2.4. Allegations of conflict of interest or bias, as presented to a competition's Chief Referee or Tournament Director, must be addressed immediately to insure fairness in the decision-making process.

18.3. Definitions

18.3.1. **Conflict of interest** is a conflict between a personal interest and an official responsibility of a person in a position of trust. Bias is a predisposition or leaning towards a certain outcome.

18.3.2. **Parties Involved.** These Guidelines apply to all members of Judo Ontario involved in any decision-making process.

18.4. Application of the Guidelines

18.4.1. A deciding party should not:

18.4.1.1. Do something knowing it will further the party's own interest, or it will further the interest of a person directly associated with the party or will further the interests of a family member.

18.4.1.2. Use a position or office to influence or seek to influence a decision to be made to further the party's own private interest.

18.4.1.3. Use or communicate information not available to the general membership, that was gained while carrying out the duties of office or powers, to further a private interest.

18.4.1.4. Act when there is a predisposition towards a particular outcome.

18.4.1.5. Accept gifts or other benefits that may be perceived as impacting their ability to be impartial.

18.5. Resolution

18.5.1. Any unresolved conflicts of interest or allegation of bias shall be dealt with using the Judo Ontario Dispute Resolution Procedures.

18.5.1.1. Conflicts must be submitted to the Chair of the JORC within 90 days occurrence.

19. Gender Equity and Inclusion

19.1. The JORC will develop annual targets for minority gender inclusion and operate in accordance with the Judo Ontario policy on Gender Equity

19.1.1. These targets must meet or exceed those provided in section 7 of the judo Ontario Gender Equity Policy (JOGEP)

19.1.1.1. For reference: Section 7 JOGEP goal as of January 2022: 40%

19.1.2. A report on progress and targets for the next year will be provided to the VP Competitions and the VP responsible for Gender Equity.