



## **MEN'S NATIONAL TECHNICAL COMMITTEE**

# **OFFICIATING POLICY**

Version 1.0 May 2014



## MNTC - Officiating Policy

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## **AUTHORITY**

This officiating policy has been developed to establish equitable training, development and selection processes and standards to support the making of recommendations to the Australian Lacrosse Association for the appointment of officials (referees, assessors, and other officials) to national and international events in accordance with:

- Federation of International Lacrosse officiating policies and procedures
- Australian Lacrosse Association Constitution and Rules

This document replaces all previous versions of the Men’s National Technical Committee officiating policy.

Dated this    4    day of    May    2014

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 Graham Sharpe  
 ALA Director, Officiating

<b>Recent Revision History</b>		
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<b>Distribution List:</b>		
Australian Lacrosse Association website - men’s refereeing page.		
Men’s National Technical Committee members		
Australian Lacrosse Referees Association		



## DOCUMENT REVIEW ARRANGEMENTS

This document shall be maintained and reviewed annually by the Men's National Technical Committee.

The Referee in Chief Australia is responsible for managing the updating of this document, in consultation with Men's National Technical Committee members, using the template approved by the Australian Lacrosse Association.

Proposed changes to this policy should be forwarded to:

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Or

At [www.lacrosse.com.au](http://www.lacrosse.com.au) > about ALA > Contact ALA



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# MNTC OFFICIATING POLICY

## 1 INTRODUCTION

This policy provides a formal structure for the training and appointment of Australian lacrosse officials (referees, assessors and other officials) for national and international lacrosse matches, ensuring the appointment of officials who have demonstrated the ability and dedication to meet the required standards of performance.

The structure provides a framework of standards, policies, criteria and processes for the training, assessment and selection of officials that will be used by the Australian Lacrosse Association (ALA) Referee in Chief (RIC) and Men's National Technical Committee (MNTC) when recommending appointments to the ALA.

The content of this framework also provides Australian lacrosse officials with a transparent pathway to officiating at the highest level. Understanding the existence of these 'performance management and selection processes' should encourage our lacrosse officials and provide them with the confidence, incentive and impetus to move up through the levels, develop a career and reach the peak of their ability.

## 2 AIM

To ensure ALA provides trained officials (referees, assessors and other officials) for appointment to national and international lacrosse matches.

## 3 APPLICATION

The primary application of this policy is the provision and management of training, accreditation, selection, appointments and assessment standards of officials for all trial, interclub, premierships, championships, tournaments and international men's lacrosse matches as arranged or sanctioned by the ALA.

The policy aims to develop and maintain the processes and procedures that will improve the quality, quantity, leadership and status of lacrosse officials in Australia by incorporating the requirements of an accreditation program under the Australian Sports Commission National Officiating Accreditation Scheme.

### 3.1 KEY PRINCIPLES

The training, assessment, accreditation, selection, appointment and allocation processes for officiating appointments are designed to contribute to ALA's commitment to quality officiating, based on merit and equity by:

- Ensuring officials accreditation levels are regularly reviewed and relate to current capability and performance levels

- Ensuring selections and accreditation assessments are conducted fairly and consistently
- Ensuring the selection of the most suitable person(s) to each event
- Supporting the development of Australian officials to the highest levels and standards of performance
- Maximising future benefits to Australian officiating.

The processes described in this policy are applied, where practicable, in accordance with the following principles:

- Consistent application of ALA By-Laws and MNTC officiating policies, standards and processes
- Best possible practices for assessment and training
- Accessibility of the applicable tools and resources for all officials
- Merit based selections based on demonstrated capability and current performance (in accordance with the criteria detailed in the MNTC Selection Standards (refer to **Attachment 'D'**)
- Support for succession / development / mentoring strategies for individuals, State or National officiating groups.

### 3.2 LIMITATIONS

The ALA retains responsibility for the formal approval of all officiating appointments nominated by the ALA Referee in Chief (RIC), with the support of the MNTC, in accordance with this policy.

Members of the MNTC are subject to all the requirements of this policy framework and those nominating for appointments subject to this policy will exclude themselves from any related assessment and / or selection processes.

The RIC has a responsibility to participate in the FIL meetings associated with international events. Therefore, if nominating and available, the RIC will be automatically selected for international assessment roles and remain eligible to conduct the selections processes for the appointment of others to those events.

ALA By-laws for National Championships and Tournaments require the nomination of a minimum of 1 State accredited referee per team attending (from that State). Equal representation from member States will not be applied to officiating appointments, in accordance with the key principles of the officiating selection policy (see paragraph 3.1 above).

Although this officiating policy addresses the specific requirements for officiating appointments of national and international lacrosse matches arranged or sanctioned by ALA, the policies and procedures are recommended for use by members of the MNTC, where practicable, when managing or supporting training, assessment, accreditation, selection, and allocation of officials in local or State based competitions.

## 4 AUTHORITIES

The standards and requirements of lacrosse officiating in Australia are developed by the Australian Lacrosse Association within the guidelines established by the Australian Sports Commission and the Federation of International Lacrosse. The authorities listed here are the primary sources of the policies and procedures described in this policy.

### 4.1 AUSTRALIAN SPORTS COMMISSION

The Australian Sports Commission (ASC) is Australia's primary national sports administration and advisory agency.

On behalf of the Australian Government, the ASC plays a central leadership role in the development and operation of the Australian sports system, administering and funding innovative sport programs and providing leadership, coordination and support for the sport sector.

Lacrosse officiating is supported by the ASC National Officiating Accreditation Scheme (NOAS) which provides policy and information on:

- Codes of Behaviour
- Officiating general principles
- Officiating skills and techniques
- Officiating tools and tips.

### 4.2 FEDERATION of INTERNATIONAL LACROSSE

The Federation of International Lacrosse (FIL) is the international governing body for men's and women's lacrosse and provides member nations with relevant officiating policies and requirements to support their championships and tournaments through:

- Competition documents (eligibility and nominations)
- Rules Committees for the development and maintenance of rules (both field and men's indoor)
- Officiating Committees responsible for the management and assessment of officials for championships and tournaments
- FIL Accreditation for referees attaining the required standards at FIL sanctioned events.

#### 4.2.1 Australia Pacific Lacrosse Union

The Australia Pacific Lacrosse Union (APLU) is an Allied Member of the FIL supporting the development of lacrosse in the region. Membership of the APLU currently comprises existing FIL member countries - Australia, Hong Kong, Japan, Korea, New Zealand and most recently China with other countries including Thailand and India also considering membership.

The APLU conducts an Asia Pacific Tournament every two years with the assistance and support of the ALA and Australian officials.

### **4.2.2 European Lacrosse Federation**

The European Lacrosse Federation (ELF) is the organizational body for lacrosse played in Europe, including both women's and men's lacrosse.

The ELF conducts the European Championships every four years and other championships / tournaments. Invitations can be extended to Australian and other non-European officials to ensure sufficient referees are available and foster international spirit. These invitations are coordinated by the FIL Officiating Committee.

### **4.3 AUSTRALIAN LACROSSE ASSOCIATION**

The Australian Lacrosse Association (ALA) is the governing body for men's and women's lacrosse in Australia and provides member States with relevant officiating policies and requirements to support their championships and tournaments through:

- Strategic and Operational Plans
- Championship Bylaws and competition policies (officiating cost share, infectious disease and heat policies)
- High Performance Program Policy
- Officiating policies and standards.

ALA has final approval of all officiating appointments recommended by the RIC in accordance with this policy.

#### **4.3.1 Men's National Technical Committee**

The MNTC supports the ALA and its appointed RIC in the maintenance of the policy and the provision and management of training, accreditation, selection and assessment standards of officials for all trial, interclub, premiership, championship, tournament and international lacrosse matches as arranged or sanctioned by the ALA.

Membership of the MNTC includes the ALA Director, Officiating, the RIC, State Chief Referees & Deputies, any other Chief Referee of non-field lacrosse variations of men's lacrosse and others approved by the ALA.

The ALA is responsible for determining the membership structure and the processes for selecting and approving the appointment of State Chief Referees & Deputies, other Chief Referees and any other MNTC members.

### 4.4 AUSTRALIAN LACROSSE REFEREES ASSOCIATION

The Australian Lacrosse Referees Association (ALRA) is the organisation lacrosse officials in Australia have incorporated to affiliate with their respective State Association and support their activities in the provision of accredited referees to local competitions as well as social and training facilities for their members. The members of State ALRA branches are further supported by their affiliation with the body referred to as ALRA National.

The objectives of the ALRA National Constitution recognise the role and duties of the ALA appointed Australian Referee in Chief, State Chief Referees and the MNTC. They also include the provision of:

- Referees for lacrosse matches sanctioned by State Associations and/or ALA
- Administrative, communicative and social bases for members and affiliated bodies.

Membership of ALRA is recommended for officials seeking accreditation and appointments under this policy framework but it is not a requirement.

## 5 ALA OFFICIATING STANDARDS

### 5.1 ACCREDITATION STANDARDS

The MNTC Referee Accreditation Standards (refer to **Attachment 'A'**) and Assessor Accreditation Standards (refer to **Attachment 'B'**) have been developed by the MNTC to provide accreditation standards for all trial, interclub, premierships, championships, tournaments and international lacrosse matches as arranged or sanctioned by the ALA.

There will be no honorary accreditations. Referees and Assessors will be able to apply to the MNTC for Recognition of Prior Learning or Current Competence in accordance with the MNTC Officiating Training, Testing & Assessment Standard (refer to **Attachment 'C'**).

### 5.2 TRAINING, TESTING & ASSESSMENT STANDARDS

The MNTC Training, Testing & Assessment Standards (refer to **Attachment 'C'**) have been developed by the MNTC to support the ALA Referee in Chief who is responsible for determining the training, testing and assessment requirements of Australian officials in accordance with this policy.

The primary application of this standard is the provision of training, testing and assessment programs that will produce competent officials (referees, assessors and others) for all levels of officiating within the requirements of the MNTC Officiating Policy.

These programs will include general officiating principles, rules and interpretations, reporting, techniques and technical skills, practical officiating experience and consistent methodologies for the management and conduct of championship, tournament or competition officiating panels as arranged or sanctioned by the ALA.

Where practicable, this standard complies with NOAS requirements for competency based training programs and FIL best practice policy and protocols developed for international events.

### 5.3 SELECTION STANDARDS

The MNTC Selection Standards (refer to **Attachment 'D'**) have been developed by the MNTC to provide processes for the selection of lacrosse officials for all trial, interclub, premiership, championship, tournament, international and men's indoor lacrosse matches as arranged or sanctioned by the ALA.

### 5.4 NATIONAL GRADING SYSTEM

The MNTC National Grading System (NGS) (refer to **Attachment 'E'**) has been developed by the MNTC to provide a quantitative methodology for determining the ranking of lacrosse referees and assessors on a national basis, based on their performance in National and local competitions.

NGS rankings are one of the factors contributing to the ALA accreditation standards and selection policies described in this document.

## 6 GRIEVANCE PROCEDURES

Subject to the provisions of this officiating policy, there is no right of appeal against any decision of the MNTC, appointed Chief Referee, Referee in Chief or 'panel' when selecting or determining the accreditation level of an official. However, an Aggrieved Official may lodge a grievance against a failure of the relevant 'position' or 'panel' (the 'Selector') to comply with the procedures of this policy and associated standards.

Before lodging any grievance the Aggrieved Official must obtain feedback from the 'Selector' making the decision and view any report relevant to that decision (e.g. selection summaries, rankings and accreditation levels).

If the ALA Director, Officiating is the Aggrieved Official or 'Selector' the ALA President will undertake the grievance responsibilities of the Director in accordance with the requirements of this policy.

(Also refer to the ALA Member Protection Policy at [www.lacrosse.com.au](http://www.lacrosse.com.au))

### 6.1 LODGING A GRIEVANCE

The Aggrieved Official must lodge their grievance in writing to the ALA Director, Officiating within 7 days of receiving notification of the relevant decision. The grievance must set out information addressing the:

- Disputed decision
- Relevant 'Selector' responsible for that decision
- Grounds on which the grievance is based
- Feedback process undertaken with the 'Selector' and,
- Reasons or circumstances supporting the alleged grounds for grievance.

The Aggrieved Official may withdraw an appeal at any time by writing to the ALA Director, Officiating.

### 6.2 GRIEVANCE CONSIDERATIONS

As soon as practicable after receiving a grievance the ALA Director, Officiating will investigate and assess the grievance to determine (within 7 business days) whether the matter is without merit or trifling in nature and therefore dismissed or, requires further review and determination in accordance with this policy and notify the Aggrieved Official.

### 6.3 GRIEVANCE REVIEW PROCEDURES

Where a grievance requires further review, the ALA Director, Officiating will appoint a Grievance Review Panel (GRP) to investigate, consider and make a determination in accordance with this policy.

#### 6.3.1 Appointing a Grievance Review Panel

All GRP's will be chaired by the ALA Director, Officiating who will appoint two members to support them in considering the grievance. These members will be selected in accordance with the level of the 'Selector' responsible for the disputed decision as follows:

**Local** – for domestic competition decisions by a Chief Referee relating to accreditation levels, appointments and nominations to national events within a State the members will be:

- The ALA Referee in Chief and,
- A Chief Referee or Deputy Chief Referee from another State

**National** – for decisions by an appointed Referee in Chief relating to appointments and rankings for events and competitions the members will be:

- The ALA Referee in Chief and,
- A Chief Referee or Deputy Chief Referee from another State

**International** – for decisions by the ALA Referee in Chief relating to appointments to National and International events the members will be selected from the current or immediate past members of the MNTC from another State and not involved in the disputed decision.

No member of a GRP appointed under this policy may be a party to or directly interested in the matter under consideration by the GRP.

### **6.3.2 Procedures for the Grievance Review Panel**

The GRP shall, as soon as practicable after being appointed, investigate and consider the grievance and, having regard to the timing and proximity of the decision to any event, serve a notice in writing on the Aggrieved Official and the ‘Selector’ responsible for the disputed decision. The notice must advise the following:

- The date and time of the meeting
- How the meeting will be conducted (e.g. telephone conference, Skype, in person or correspondence)
- The method by which the Aggrieved Official and the ‘Selector’ may address the GRP meeting which must be no earlier than 4 days from the date of the notice (e.g. in person, in writing or by participating as per the method of conducting the meeting)
- The details required of any further written statement(s) or the provision of any records by any party.

The GRP will give the Aggrieved Official and the ‘Selector’ every opportunity to be heard and consider all relevant and available information and arrive at a finding within 3 days of the date of the advised GRP meeting.

### **6.3.3 Decisions of the Grievance Review Panel**

A decision of the GRP must be a majority decision.

The GRP shall notify the ALA Director, Officiating, the ‘Selector’ and the Aggrieved Official of its finding within 24 hours of making such finding, which shall be confirmed in writing within seven (7) days of the date of determination.

The ‘Selector’ must comply with any direction of the GRP.

Subject to paragraph 6.3.4, any further selection decision of the ‘Selector’ under the direction of the GRP shall be final, and no further avenues of appeal are available to an Aggrieved Official in respect of that selection.

### **6.3.4 Court of Arbitration for Sport**

If an Aggrieved Official is dissatisfied with the GRP's finding they can apply to the Court of Arbitration for Sport (CAS) to have the matter resolved by CAS in accordance with the Code of Sports Related Arbitration. Any application under this clause will be heard in the appeals jurisdiction of CAS and thus is a final appeal.

## **6.4 GRIEVANCE PROCESS NOTIFICATIONS**

The Director, Officiating or other person responsible for chairing a GRP must notify the Aggrieved Official and the 'Selector' of any meetings, requirements and determinations relevant to a grievance made under this policy. All notifications must be completed within 24 hours of making such a decision, request or determination and confirmed in writing within 7 days setting out a summary of the reasons for that action.

## **7 SPECIAL CONSIDERATIONS**

All members of the officiating community are responsible for acting in the best interests of the game of lacrosse (in all its forms) and always displaying ethical behaviour.

It is the duty of lacrosse official's to act as impartial judges of competitions and associated officiating activities and this duty carries with it an obligation for each official to perform with accuracy, consistency, objectivity and the highest sense of integrity.

This includes personal behaviour at events in addition to the specific requirements of this policy and associated standards.

### **7.1 PERSONAL RESPONSIBILITIES**

#### **7.1.1 Code of Behaviour**

All lacrosse officials seeking accreditation and appointments in Australia in accordance with this policy framework, must:

- Agree to abide by the ALA's official's code of behaviour (refer to the ALA **By-Laws for National Championships and Tournaments**)
- Acknowledge that ALA, or MNTC may take disciplinary action for breaches of the code
- Acknowledge that disciplinary action may include de-accreditation from the NOAS.

#### **7.1.2 MNTC Members**

All members of the MNTC have responsibility for the consistent and ethical application of the standards and processes under the provisions of this policy.

They must make themselves fully conversant with the role that they have nominated to fulfil, including the attendance at any required training sessions, assessments, workshops, or meetings that are conducted to fulfil these responsibilities.

### 7.1.3 Other Officials

All members of the Australian officiating community have responsibility for the upholding of this policy by:

- Making themselves conversant with the requirements and expectations of officials seeking accreditation and selection for events
- Participating in training sessions, assessments, selections and other processes as required
- Meet the specific requirements associated with their event e.g. eligibility, cost-sharing, uniforms and travel and accommodation policies
- Supporting the members appointed to any positions of responsibility under this policy
- Accepting and supporting any decisions made in accordance with the requirements of this policy.

### 7.1.4 Retirement of Officials

Lacrosse officials in Australia are volunteers and the MNTC does not plan the retirement of officials.

Retirement from the various officiating roles in lacrosse is the responsibility of the individual when they believe the time is 'right' for them.

The implementation of this policy and its associated standards will be applied consistently in the promotion and demotion of officials.

The policy framework gives officials a transparent path and incentive to commit to continuous improvement and provides for a realistic assessment of current performance and capability. This is an important part of a commitment to achieving high officiating standards and the processes will provide a natural 'drop-off' in the levels of accreditation and the type of events and matches an official will be selected for.

All officials are encouraged to accept that this is a natural process and it will be conducted in a way that ensures they are not exposed to situations beyond their current capabilities and they will 'retire' with the dignity and respect they deserve.

This policy also provides a clear pathway for officials seeking other roles in officiating (e.g. training, coaching, assessing officials) as an alternative to complete retirement.

### **7.2 INTERNATIONAL EVENTS**

The specific financial, travel, uniform and team participation arrangements for officials representing Australia at international events are detailed in the ALA High Performance Policy.

### **7.3 NATIONAL EVENTS**

The specific participation arrangements for officials attending national events are detailed in the ALA Championship Bylaws and Appendices, ALA National Event Officiating Cost Share Policy and State Association bylaws and policies.

## **8 ADMINISTRATION**

### **8.1 PERFORMANCE REVIEW**

The MNTC is committed to ensuring the ongoing development of individual officials and the officiating policies and standards in Australia.

Performance reviews (defined below) will be conducted by the MNTC to monitor compliance with MNTC officiating policies and standards, recognise outstanding performance and identify successes as well as areas for improvement. The MNTC is responsible for providing approved templates for the conduct of all reviews and feedback processes.

These reviews will include an evaluation of the following:

- Accreditation examinations
- Fitness and other testing
- Selection processes conducted
- Referees, assessor (and any other officials) in competition performance
- Compliance with Code of Behaviour
- Assessment procedures used.

The ALA Referee in Chief is responsible for ensuring that the following reviews are undertaken by the MNTC and, with the approval of the ALA Director, Officiating, publish the outcomes for the information of all officials.

### 8.1.1 Championships / Tournaments

A performance review will be conducted as soon as practicable after the conclusion of every International and National event attended by Australian officials. The review will consist of, but not be limited to:

- Reports from the event Referee in Chief
- Reports from the Australian team head coach / manager
- Referee event rankings
- Individual assessment reports
- Attending official's feedback.

### 8.1.2 Training Camps & Selection Trials

A performance review will be conducted as soon as practicable after the conclusion of every training camp and selection trial conducted by Australian officials. The review will consist of, but not limited to:

- Reports from the official conducting the camp or trial
- Reports from the team head coach / manager
- Individual assessment reports
- Overall assessment / performance summaries
- Attending official's feedback.

## 8.2 POLICY REVIEW

The ALA Referee in Chief with the support of members of the MNTC is responsible for ensuring this officiating policy and attached standards are reviewed and approved by the ALA before 31 December each year.

All officials can provide feedback on this policy and standards, for consideration during the review, through the members of the MNTC or the ALA Referee in Chief.

This policy and the associated officiating standards are open documents and will be available to all Australian officials at all times.

The ALA Referee in Chief is responsible for ensuring that:

- The approved version of all documents is displayed and accessible to all on the ALA website, and available from members of the MNTC
- Changes made as a result of any review are summarised and published with the current documents
- Details of the officials nominated for roles, positions or functions are recorded and maintained on an ongoing basis.

## 9 REFERENCES

### 9.1 AUSTRALIAN SPORTS COMMISSION

The Australian Sports Commission website (at [www.ausport.gov.au](http://www.ausport.gov.au)) provides a wide range of policy and other information for officials under the following headings:

- Education and accreditation
- High performance
- Tools and tips
- More for officials.

### 9.2 FEDERATION OF INTERNATIONAL LACROSSE

The Federation of International Lacrosse website (at [filacrosse.com](http://filacrosse.com)) provides links to information for officiating for Men's Field and Men's Indoor lacrosse including:

- Competition documents (eligibility and nominations)
- Rules Committees for the development and maintenance of rules (both field and men's indoor)
- Officiating Committees responsible for the management of officials for championships and tournaments. These committees are responsible for the review and maintenance of materials including:
  - Referee Manual
  - Minor Officials Handbook
  - Referee Assessment Manual
  - Referee Fitness Testing Protocol
  - Preparation for Testing Materials.

The site also has links to the FIL member nations and Allied members such as the Asia Pacific Lacrosse Union and European Lacrosse Federation.

### 9.3 AUSTRALIAN LACROSSE ASSOCIATION

The Australian Lacrosse Association website (at [lacrosse.com.au](http://lacrosse.com.au)) provides links to information for officiating for Men and Men's Indoor lacrosse including:

- Strategic and Operational Plans
- Championship Bylaws and competition policies (officiating cost share, infectious disease and heat policies)
- High Performance Programme Policy
- Rules of Lacrosse
- Appointment of a Referee in Chief Australia for men's lacrosse
- Terms of Reference for the Men' National Technical Committee
- Appointment of MNTC membership
- MNTC Officiating Standards & Selection Policy.

## 10 ATTACHMENTS

The following attachments must be read in conjunction with this policy and are available from the officiating pages of the ALA website and members of the MNTC.

### **ATTACHMENT 'A' Referee Accreditation Standards**

Version 1.1 approved by the ALA in August 2013.

### **ATTACHMENT 'B' Assessor Accreditation Standards**

To be developed and maintained by ALA Referee in Chief with support of the MNTC.

### **ATTACHMENT 'C' Training, Testing & Assessment Standards**

To be developed and maintained by ALA Referee in Chief with the support of the MNTC.

### **ATTACHMENT 'D' Selection Standards**

To be developed and maintained by ALA Referee in Chief with the support of the MNTC.

### **ATTACHMENT 'E' National Grading System**

To be developed and maintained by ALA Referee in Chief with support of the MNTC.