Technical Area and Dissent

Outline

Managing the technical area

- Fourth Official
- Referee

Dissent

- Recognising
- Management techniques

Managing the Technical Area

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"..takes action against team officials who fail to conduct themselves in a responsible manner".

Team officials include all persons allowed in the technical area other than players, substitutes and substituted players.

Managing the Technical Area

Role of the officiating team with the help of the fourth official

KPI for HAL - protecting the games image

Ask, Tell, Remove Policy

Ask, Tell, Remove Policy

Examples of inappropriate behaviour:

- disputing a call through word or action
- leaving the technical area
- entering with restart of play
- interfering with the AR in the performance of their duties

Ask, Tell, Remove Policy

In response to inappropriate behaviour

Not applicable for:

- Offensive, abusive, insulting language or gestures
- Violent Conduct

Ask

Ask the team official to change their behaviour

Tell

Tell the team official to change their behaviour

Remove

Remove the team official, through the referee

Coaching is a privilege, not a right

Remove

The most important step!

Delivery - Do

Short and sweet

Be firm

Use "positive" presence

Identify "peace-maker"

Be "sounding board", but not a "verbal punching bag"

Be proactive

Delivery - Do

Use strong body language

Give time where necessary

Build rapport

Delivery - Suggestion Language

I understand, but you need to calm down

I will pass on the message

I hear you, but the referee has seen it differently

Delivery - Don't

Escalate the situation

Be rude or dismissive

Attack or criticise

Avoid physical contact

Use negative presence

No Fourth Official?

Role of the referee

Role of the senior assistant referee

The standard you walk past, is the standard you accept.

Managing Dissent

What is Dissent?

Verbal or nonverbal actions, language or gestures that undermine the authority of the match officials

Note: this includes assistant referees and fourth officials

Dissent

".. an insidious disease"

Undermines the authority of the referee

Can create serious doubts about who is charge of the match

Dissent

Effective referees do NOT accept dissent.

Do not let player behaviour influence your:

- decisions
- body language or appearance
- attitude

Recognising Dissent

Examples include:

- actions that bring the game into disrepute
- actions which convey aggressiveness towards the match officials
- mass confrontations
- loud comments that may be heard by other players or spectators

Classifying Dissent

Low level dissent:

- Minor complaining
- Private dissatisfaction
- Quiet swearing not directed at officials

Classifying Dissent

Medium level dissent:

- Emotional reactions to an event
- Public complaining that does not seek to belittle or mock
- Ongoing low level dissent

Classifying Dissent

High level dissent:

- Public swearing*
- Public dissent designed to belittle the referee
- Public gestures designed to belittle the referee
- Ongoing low or medium level dissent

Classifying Dissent

*Offensive, abusive, insulting language or gestures is not dissent!

While these may occur together, punish the more serious offense.

Factors

Public - how many people can hear?

Personal - is it frustration or placing blame?

Provocative - are they trying to incite further misconduct or heighten tension?

Managing Dissent

The classified levels dictates the appropriate action for the referee to take

Managing Dissent

Low level dissent:

- Informal warning
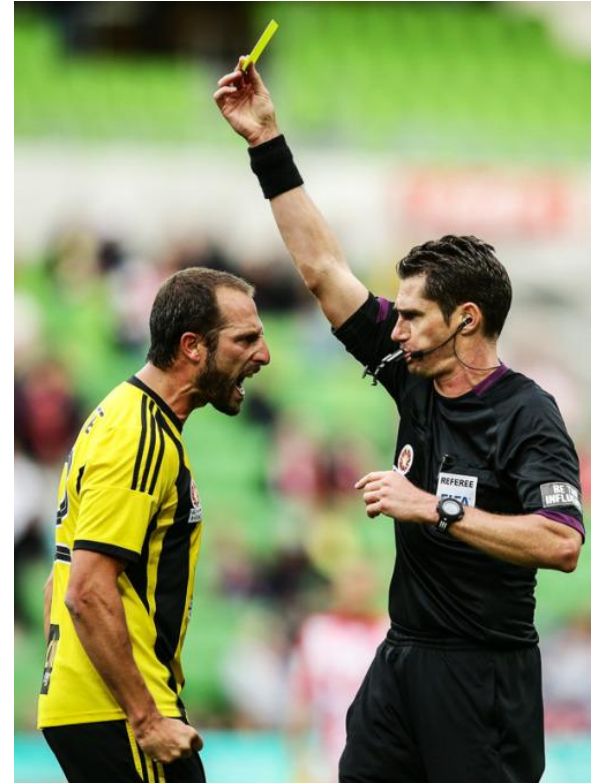- Dealt with through personality

Managing Dissent

Medium level dissent:

● Public warning

Managing Dissent

High level dissent:

● Caution

Managing Dissent

Effective match officials:

- Do not tolerate any level of dissent
- Refuse to accept dissent
- Prevent dissent where possible
- Take immediate and strong action as required

Player Management Toolbox

Strong body language

Use of the hands - stop signal

Vocalisation - "No."

Presence

Use the captain*

Use time

Player Management Toolbox

Use prevention, rather than punishment

Use personality and rapport

Do NOT ignore

Draw the line in the sand

"If you give them an inch, they will take a mile"

The standard you walk past, is the standard you accept.

Questions?