



## Colorado Joint Referee Program Referee Feedback Procedure

The Colorado Joint Referee Committee (CJRC) promotes and carries out the National Program for Referee Development for all affiliated soccer within Colorado. The Committee sets policies within the state within the confines of the governing documents of United States Soccer and the National Program for Referee Development. **The Colorado Joint Referee Committee’s job is to TRAIN, PROMOTE, AND RETAIN REFEREES as outlined by the National Program.**

In keeping with the Colorado Referee Program’s mission to *train, promote and retain referees*, the Colorado Referee Program’s first level of focus is to recognize and mentor referees to higher levels of proficiency. All personnel involved in the referee program, from referees, to assignors, instructors and assessors, work to promote the mission through training and retaining referees. When a **compliment, concern or any feedback** for a referee does arise, please use the chart below to communicate to the referee program so that information can be brought to the attention of the Referee Program members.

Levels of Reporting	Description for Reporting	Example of Concerns	Sanctioning Organization’s Role	Colorado Referee Program’s Role
<b>1<sup>st</sup> Level of Feedback</b>				
<p>The first level of feedback regarding referee performance or conduct should be directed to clubs and tournament assignors. All feedback is viewed as information and data.</p> <p><i>NOTE: Compliments of referee performance help identify referees ready for upgrade or more challenging assignments, while concerns assist in raising performance of the referee.</i></p>	<p>This level of feedback should focus on recognizing high-level performance and/or mentoring the referee when performance did not meet expectations. Assignors are the key to offering immediate performance feedback and, through personal communication, opportunities for growth to the referee. The reporting person should <a href="#">follow this link</a> and submit a report to the club and/or to the tournament assignor.</p>	<p><i>1<sup>st</sup> level feedback includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>—Foul recognition</li> <li>—Field positioning</li> <li>—Awarding or not awarding red/yellow cards</li> <li>—Game management</li> <li>—Management of player conduct</li> <li>—Interactions with players</li> <li>—Interactions with coaches</li> <li>—Interactions with spectators</li> </ul>	<p>The Colorado Referee Program asks that when soccer club, soccer organizations or event staff encounter this level of concern, the reporting party be directed back to the assignor from the club, organization or the tournament for immediate feedback to the referee.</p>	<p>Assignors are the appropriate referee program personnel to hear immediate concerns regarding referee performance and provide the feedback, training, and mentoring to immediately increase the performance or the level of challenge to the referee. Assignors also have contacts within the referee program, which have the additional training to promote referee advancement.</p>
<b>2<sup>nd</sup> Level of Feedback</b>				
<p>The second level of concerns or compliments is only for <i>formal</i> compliments or concerns regarding referee performance or possible misconduct.</p> <p><i>NOTE: Compliments of referee performance help identify referees ready for upgrade or more challenging assignments, while concerns assist in raising performance of the referee.</i></p>	<p>This level of feedback is a formal report from a coach, spectator, or assignor. When a second level report is warranted, the reporting party should be directed to the CJRC <a href="#">web portal link</a> to complete the form. When the formal report web form is submitted, the information will be immediately directed to the Referee Disciplinary and Feedback Committee and State Referee Administrator.</p>	<p><i>2<sup>nd</sup> level feedback includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>- Outstanding referee work</li> <li>- Profane language directed toward players, coaches, spectators</li> <li>- Sporting/Unsporting behavior, on or off the field</li> <li>- Conduct that reflects poorly upon the Colorado Referee Program.</li> <li>- Referee misconduct that involves a serious injury</li> <li>- Repeated unprofessional behavior</li> </ul>	<p>The Colorado Referee Program asks that the soccer club or soccer organization staff direct compliments and formal complaints to the <a href="#">web portal link</a>.</p> <p>Formal reports will only be accepted through the CJRC web portal. An email, phone call, or letter will no longer be acceptable communication for 2<sup>nd</sup> level reporting.</p>	<p>The Referee Disciplinary and Feedback Committee will investigate a formal complaint and recommend a course of action to the State Referee Administrator and the Colorado Joint Referee Committee that is in keeping with the rules and regulations of the US Soccer Federation and the National Program for Referee Development.</p>

NOTE: Questions regarding reporting on these procedures should be directed to [K. Kevin Aten](#), CJRC Referee Disciplinary and Feedback Committee Chairperson.