

2021

GFA REFEREE REGULATIONS

GUAM FOOTBALL ASSOCIATION

EDITION August 16, 2021

For the purpose of these Regulations, and provided the context so permits:

- a) terms referring to natural persons are applicable to both genders
- b) any term in the singular applies to the plural and vice-versa.

CONTENTS

CONTENTS	3
PREAMBLE	5
DEFINITIONS	6
PART ONE - GENERAL PROVISIONS	9
<i>ARTICLE 1: Purpose of the Regulation</i>	9
<i>ARTICLE 2: Guam Football Association (GFA) general competence</i>	9
<i>ARTICLE 3: Scope of application</i>	9
PART TWO - ORGANISATION OF REFEREEING	10
CHAPTER I: THE GFA REFEREE COMMITTEE (REFCO)	10
<i>ARTICLE 4: Structure and Composition of the RefCo</i>	10
<i>ARTICLE 5: Duties of the RefCo</i>	10
CHAPTER II: THE REFEREE DEPARTMENT	121
<i>ARTICLE 6: Referee Department</i>	12
PART THREE - REFEREE	14
CHAPTER III: RIGHTS AND DUTIES OF MATCH OFFICIALS	14
<i>ARTICLE 8: Rights of Match Officials</i>	14
<i>ARTICLE 9: Duties of Match Officials</i>	14
<i>ARTICLE 10: Violations of Duties by Referees</i>	15
<i>ARTICLE 11: Requirements for Assuming the Role of Referee</i>	16
CHAPTER IV: CATEGORIES	17
<i>ARTICLE 12: Conditions for fulfilling the duties of referee, assistant referee, referee assessor and referee instructor</i>	17
<i>ARTICLE 13: Match Official Categories</i>	17
<i>ARTICLE 14: Category 8 (C8)</i>	17
<i>ARTICLE 15: Category 7 (C7)</i>	18
<i>ARTICLE 16: Category 6 (C6)</i>	18
<i>ARTICLE 17: Category 5 (C5)</i>	188
<i>ARTICLE 18: Category 4 (C4)</i>	19
<i>ARTICLE 19: Category 3 (C3)</i>	19
<i>ARTICLE 20: Category 2 (C2)</i>	19
<i>ARTICLE 21: Category 1 (C1)</i>	20
<i>ARTICLE 22: Women’s Category 1 (WC1)</i>	20
<i>ARTICLE 23: Age Limits</i>	20
PART FOUR - REFEREE ASSESSORS	21
<i>ARTICLE 24: Referee Assessors</i>	21
<i>ARTICLE 25: Age Limits</i>	21

CHAPTER V: APPOINTMENTS	22
<i>ARTICLE 26: Referee Appointments.....</i>	<i>22</i>
<i>ARTICLE 27: Appointment of Other Match Officials.....</i>	<i>22</i>
<i>ARTICLE 28: Appointment of referee assessors – Duties.....</i>	<i>23</i>
CHAPTER VI: SELECTION, PROMOTION AND DEMOTION PROCESS	24
<i>ARTICLE 29: Selection, promotion and demotion of Match Officials</i>	<i>24</i>
<i>ARTICLE 30: Selection, promotion and demotion of Referee Assessors</i>	<i>24</i>
<i>ARTICLE 31: Annual Seminars / Tests.....</i>	<i>26</i>
<i>ARTICLE 32: Evaluation Process</i>	<i>27</i>
<i>ARTICLE 33: Lists of FIFA referees, assistant referees and AFC referee assessors.....</i>	<i>27</i>
<i>ARTICLE 34: Match Officials Personal Data Form</i>	<i>28</i>
<i>ARTICLE 35: Talented referees</i>	<i>29</i>
<i>ARTICLE 36: Recruitment and Retention of Referees</i>	<i>29</i>
<i>ARTICLE 37: Referee Instructor Expert Panels</i>	<i>30</i>
<i>ARTICLE 38: Teaching Material</i>	<i>30</i>
<i>ARTICLE 39: Database setup</i>	<i>30</i>
PART FIVE - PROTECTING THE REPUTATION OF REFEREES	31
<i>ARTICLE 40: Conflict of Interest.....</i>	<i>31</i>
<i>ARTICLE 41: Refusal to Offer Referee Services – Sanctions</i>	<i>31</i>
PART SIX - TRANSITIONAL AND MISCELLANEOUS PROVISIONS.....	31
<i>ARTICLE 42: Repeal of provisions</i>	<i>31</i>
<i>ARTICLE 43: Jurisdiction – interpretation</i>	<i>31</i>
ENCLOSURES	32
N.º 1 - EXAMINATION PROCEDURES FOR REFEREES, REFEREE ASSESSORS AND INSTRUCTORS	32
<i>ARTICLE 1: Examinations for referees</i>	<i>32</i>
<i>ARTICLE 2: Examinations for referee assessors.....</i>	<i>32</i>
<i>ARTICLE 3: Examinations for referee instructors.....</i>	<i>32</i>
N.º 2 - PROFILES AND DUTIES.....	34

PREAMBLE

The Executive Committee of Guam Football Association at its meeting 16 August 2021, considering the need to:

1. promote the role of match officials and refereeing specialists in football at professional, national and grassroots levels;
2. improve the quality of match officials and refereeing specialists at all levels of the game by establishing specific rules to standardise and enhance their status and education, as well as the way that refereeing is organised within the GFA;
3. define the legal and professional status of match officials and ensure that the refereeing bodies within GFA remain uninfluenced by other entities, such as governments, leagues or clubs;
4. recognise the essential role of match officials and refereeing specialists in upholding the values of fair play and protecting the players and the game;
5. maintain and improve the standard of refereeing from grassroots level upwards;
6. recognise the responsibility for appointing reliable and suitably qualified match officials and refereeing specialists for competitions and education or development programs; and
7. ensure that match officials have fair and equal treatment with regard to disciplinary measures, opportunities for promotion and appointments.

DEFINITIONS

For the purposes of the Refereeing Regulations, the following terms are to be construed as follows:

1. **FIFA:** The *Fédération Internationale de Football Association* is the governing body of football in the World;
2. **FIFA Regulations:** The statutes, regulations, directives and circulars of FIFA as well as the Laws of the Game issued by the International Football Association Board (IFAB);
3. **IFAB:** The International Football Association Board, founded in 1886, is the entity that regulates the rules of football (Laws of the Game);
4. **Confederation:** A group of Associations recognised by FIFA that belong to the same continent (or assimilable geographic region);
5. **AFC:** The Asian Football Confederation is the governing body of football in Asia;
6. **Member Association:** An association that has been admitted into membership of FIFA by the FIFA Congress;
7. **GFA:** The Guam Football Association is the governing body of football in Guam;
8. **Statutes:** The Guam's fundamental internal regulation approved by the General Assembly, including, where applicable, changes and additions thereto;
9. **Executive Committee:** The executive body of Football Association;
10. **GFA Executive Committee (GFA ExCo):** The executive body of the GFA;
11. **GFA Member:** Is a GFA member based on a legal act of GFA Congress in accordance with the GFA Statutes;
12. **Website:** The GFA Website which constitutes as part of the Electronic Information System through which the GFA communicates with its subsidiary associations and with its members, where the GFA, in accordance with the Statutes and other GFA regulations, publishes facts including, without limitation, important information pertaining to the GFA, its subsidiary associations, and their members;
13. **Official Notice Board:** A section of the Website through which the GFA may deliver to its members decisions of GFA bodies and other notices;
14. **Electronic Information System:** (i.e. The GFA Server) An ensemble of data, technical resources, and methods for the collection, transmission, processing, and storage of data, as well as copies of certain documents for the needs of the GFA, its subsidiary associations, and its members;

15. **Central Membership Register:** (i.e. 'PowerUp') A part of the Electronic Information System, where data is maintained, in accordance with the Statutes and the Competition Rules, pertaining to GFA Members as well as certain related data, including copies of certain related documents;
16. **Non-Professional Competition:** A competition not meeting the definition of a Professional Competition;
17. **Referee Committee:** A group of people governing the organization, management and evaluation of Referees, giving advice and assisting with all matters related to refereeing and Referees;
18. **GFA Referee Committee:** A GFA body having the right to conduct management and related activities in relation to Referees and Referee Assessors included on Nomination Lists, to the extent stipulated by the establishing body;
19. **Candidate:** A natural person who aspires to serve as a Referee or Referee Assessor, but does not hold the relevant license;
20. **Referee:** A natural person registered in accordance with the Statutes as an GFA Member with the Special Rights and Duties of Referee, who, based on an agreement between the Referee and the GFA serves as a Referee; unless otherwise specified hereinafter, any and all provisions of the Refereeing Regulations pertaining to Referees apply equally to Referees of both sexes;
21. **Referee License:** A license carrying the right to serve as a Referee in accordance with the Refereeing Regulations; a license is considered granted upon being registered in the Central Membership Register;
22. **Foreign Referee:** A natural person who is not a GFA member, does not hold a Referee License as per the Refereeing Regulation, and is not listed on the Referee List for a given competition, but holds a license issued by a foreign association;
23. **Female Referee:** A Referee of the female gender;
24. **Referee Assessor License:** A license carrying the right to serve as a Referee Assessor in accordance with the Refereeing Regulation; a license is considered granted upon being registered in the Central Membership Register;
25. **Referee Assessor Nomination List:** A name list of Referee Assessor whom the RefCo may delegate for individual matches;
26. **Referee Nomination List:** A name list of Referees whom the RefCo may delegate for individual matches;
27. **Match Delegate:** The official (e.g. 'Match Commissioner') who is appointed by the organising authority to supervise the correct organisation of a match and to ensure that the competition's regulations are observed, according to the GFA guidelines;

28. **Team Officials:** All coaches, assistant coaches, managers, media officers, medical staff (doctors, physiotherapists, etc.), representatives and further individuals appointed by a competition organiser to be present in the controlled stadium area forming part of a team delegation;
29. **Referee or Match Official:** A person who has full authority to enforce the Laws of the Game in connection with the match to which he has been appointed. Any reference to Referees in this regulation applies to both men and women as well as to Assistant Referees, 4th Officials, Video Assistant Referee (VAR), Assistant Video Assistant Referee (AVAR), futsal Referees and beach soccer Referees;
30. **Referee Assessor:** A natural person registered in accordance with the Statutes as a GFA Member with the Special Rights and Duties of Referee Assessor, who evaluate and assess the performance of Match Officials by giving advice and constructive comments to help the development, while also using a marking system;
31. **Referee instructor:** A person leading the instruction of Referees either on the field of play or in the classroom by teaching technical refereeing skills, based on the Refereeing Regulation;
32. **Mentor:** Experienced match official or Refereeing Specialist who supports the learning process of a talented new match official, by establishing a one-to-one relationship based on trust and mutual understanding that helps that person capitalise on learning opportunities, thereby improving their performance both on and off the field of play;
33. **Mental Preparation Expert:** A person who provides the Referee with mental support in relation to all aspects surrounding the game. He helps the Referee to focus on his work and create an environment conducive to bringing out the best in him;
34. **National Referee Fitness Coach:** An expert in fitness development who leads all fitness programs for match officials;
35. **Fitness Test:** A way of testing the physical ability of Referees. Each group of Referees must undergo a specific Fitness Test;
36. **Refereeing Specialist:** A person with at least five (05) years active experience in one or more of the following roles: match official, referee assessor, referee instructor or mentor;
37. **International Referee List:** The List of International Referees as issued by FIFA on an annual basis. Each list is valid from January 1st to December 31st of each year.

PART ONE - GENERAL PROVISIONS

ARTICLE 1: Purpose of the Regulation

The purpose of the present Regulation is to organise Refereeing in a system fully independent from any other public or private body and to ensure that all refereeing matters fall under its sole responsibility.

ARTICLE 2: Guam Football Association (GFA) general competence

1. All matters that concern the overall organisation and operation of refereeing in Guam football is entirely under the jurisdiction of the GFA.
2. The GFA, an organization with a large membership base, is dedicated to ensuring that GFA football regulations are complied with during football matches, where compliance therewith by GFA members is indispensable.
3. The GFA exercises its competencies in refereeing matters via the bodies stated in the articles of the following chapter.

ARTICLE 3: Scope of application

The present Regulation applies to the overall pyramid structure of refereeing at local and national levels.

1. The GFA Refereeing Regulation ("Refereeing Regulation") is created based on the GFA Statutes and defines in detail matters including, without limitation:
 - a) conditions for granting, renewing, and revoking referee licenses;
 - b) conditions for reassigning referees to referee nomination lists during a season or in relation to a forthcoming season;
 - c) conditions for granting, renewing, and revoking referee assessor licenses;
 - d) conditions for reassigning referee assessors to referee assessor nomination lists during a season or in relation to a forthcoming season;
 - e) the structure and organization of the management of referees and referee assessors.
2. Any term employed in the Refereeing Regulation that is not expressly defined hereunder is to be interpreted in accordance with Guam Law, the Statutes, other GFA regulations, and where applicable, the customary meaning thereof.

PART TWO - ORGANISATION OF REFEREEING

CHAPTER I: THE GFA REFEREEING COMMITTEE (RefCo)

ARTICLE 4: Structure and Composition of the RefCo

1. The RefCo is a GFA body within the meaning of Article 53 of the Guam Football Association 2021 Statutes.
2. The RefCo must have a mix of demonstrated experience, requisite qualifications and/or admirable knowledge within the following categories but not in all of these categories: refereeing (amateur and professional; refereeing education and development; and marketing/promotion. The RefCo members must have a mix of demonstrated experience, requisite qualifications and/or admirable knowledge within the categories but not in all of these categories: refereeing (amateur or professional); referee education and development; and marketing and promotion.
3. The RefCo shall consist of one (01) Chairman, one (01) Deputy Chairman and three (03) members. Co-opt members may join for support but will not have a voting right.
4. The GFA Executive Committee shall appoint the members of the RefCo according to Article 49.2 of the Statutes according to proposals by the Members of GFA or the President of GFA.
5. The operation of the RefCo shall be consistent with Articles 49 and 53 of the Statutes which shall prevail as to any matter in these Rules which are inconsistent with the Statutes.

ARTICLE 5: Duties of the RefCo

1. Support the work of the GFA in terms of strategic planning and monitoring of the efficiency of refereeing as a key factor in the smooth running of championship matches;
2. The duties of the RefCo are as set forth in the Statutes at Article 53.4 and as further directed by the GFA ExCo. The duties of the RefCo is to be apprised of activities implemented by the GFA Referee Department. The RefCo serves to advise and monitor the Referee Department.
 - a) Approving list of referees, assistant referees, and referee assessors for match assignments of all competitions or other matches in accordance with an authorization issued by the management body;
 - b) evaluating referees, assistant referees, and referee assessors based on their performance in matches and based on other criteria publicly set before a current season and the passing of prescribed tests, and recommending the relegation of referees, assistant referees, and referee assessors;

- c) evaluating referees using standardized criteria in accordance with FIFA and AFC guidelines and instructions;
- d) monitoring and evaluating in an ongoing manner the quality of referee evaluations prepared by referee assessors;
- e) granting and renewing Referee and Referee Assessor Licenses in accordance with the Refereeing Regulation;
- f) preparing and approving administrative instructions for matters concerning referees and referee assessors in all competitions;
- g) Ensuring adequate training is secured for referees, assistant referees, VAR, AVAR and referee assessors through referee instructors and fitness instructors from the list of approved instructors by the Referee Department and in accordance with FIFA and AFC guidelines and instructions;
- h) ensuring the fulfillment of any and all requirements in the area of training and preparation of referees, assistant referees, and referee assessors, including fitness tests for referees and assistant referees by the referee department and in accordance with FIFA and AFC guidelines and instructions;
- i) recommending for placement on the International FIFA List of Referees and Assistant Referees who meet the requirements laid down under FIFA regulations and presents the proposal to the GFA ExCo for approval within the prescribed time limit;
- j) recommending for placement on the International AFC Referee Assessors List who meet requirements laid down under AFC regulations and presents the proposal to the GFA ExCo for approval within the prescribed time limit;
- k) nominating, based on a request made by the referee department, referees, assistant referees, or fourth referees for international matches in accordance with requirements of FIFA, AFC, EAFF or other football associations;
- l) preparing and submitting to the GFA finance department recommendations for the RefCo budget within the prescribed time limit.

CHAPTER II: THE REFEREE DEPARTMENT

ARTICLE 6: Referee Department

1. The Referee Department is established within the GFA Secretariat. The Referee Department is responsible for handling matters concerning referees, referee instructors and referee assessors in the framework of the GFA Refereeing Regulations. The Referee Department acts and proceeds in cooperation with RefCo at all levels in accordance with development needs concerning referees, referee instructors and referee assessors, in accordance with FIFA and AFC guidelines and instructions.
2. The Referee Department consists of at least one (01) Referee Development Officer (Head of Refereeing) who must have no less than five (05) years of active experience in serving as referee instructor, referee mentor, referee, assistant referee, or a combination of the foregoing roles.
3. The duties of the Referee Department include, without limitation:
 - a) organizing, managing, and coordinating matters in the area of referees and referee assessors in the framework of the GFA;
 - b) cooperating with the RefCo regarding the administration, management, and development of matters concerning Referees, referee instructors and referee assessors within the GFA;
 - c) overseeing the implementation of decisions delivered by the RefCo;
 - d) organizing, managing, and coordinating all matters relating to the implementation of the AFC guidelines in the framework of the GFA;
 - e) organizing and securing courses, seminars, training units, and the like for referees and referee assessors in cooperation with and based on requirements of the RefCo in accordance with FIFA and AFC guidelines and instructions;
 - f) organizing, managing, and coordinating training projects for referees, referee instructors and referee assessors in the framework of the GFA, reviewing proposals for training projects, approving projects, and reviewing project assessments after project completion, including financial issues;
 - g) preparing the concept of and securing the implementation of a standardized training system for referees, referee instructors and referee assessors in the framework of the GFA;
 - h) ensuring the methodological consistency of training for referees, referee instructors and referee assessors through seminars, courses, programs, and projects in the framework of the GFA;
 - i) securing and coordinating the creation and distribution of training materials for referees, referee instructors and referee assessors in accordance with the IFAB concept in cooperation with other experts;

- j) creating, managing, and maintaining the structure of referee instructors and fitness instructors, and creating conditions for their work at all levels of football in accordance with FIFA and AFC guidelines and instructions;
- k) organizing and securing courses, seminars, and other activities for referee instructors and fitness instructors in accordance with FIFA and AFC guidelines and instructions;
- l) submitting the List of Referee Instructors and Fitness Instructors to the GFA for approval by the GFA RefCo based on an assessment of their activities in the previous period;
- m) organizing and managing the "Talent and Mentor Program" and creating conditions for the identification of talented referees and assistant referees in the framework of the GFA in cooperation with RefCo;
- n) preparing the concept for and securing the execution of projects for recruiting and retaining referees, referee instructors and referee assessors in cooperation with the applicable RefCo;
- o) organizing and securing seminars, courses, workshops, and the like for clubs participating in all national competitions and for media representatives in cooperation with the GFA RefCo;
- p) taking part in the maintenance of the Central Membership Register;
- q) preparing a Master Plan for issues concerning referees, referee instructors and referee assessors in the framework of the GFA in cooperation with the RefCo, including predefined projects for training, education, development, and training processes for all levels of football within the GFA;
- r) organizing the participation of experts in FIFA and AFC seminars and courses in the area of referee and administration education;
- s) securing communication and cooperation with experts from the AFC panels and from FIFA and AFC member countries;
- t) securing communication with the FIFA and the AFC as well as other football associations regarding matters including, without limitation, the nomination of referees, assistant referees, and, where applicable, Fourth Referees for international matches and international tournaments;
- u) cooperating with the GFA Local Organizing Committee (LOC) in organizing international matches and tournaments in the Guam, particularly as regards personnel accompanying referees, assessors, FIFA and AFC delegates, and, where applicable, other appointed persons;
- v) preparing and presenting the budget of the GFA Referee Department in accordance with requirements of the GFA Finance Department within the prescribed time limit;
- w) preparing the annual budget and report on the use of funds disbursed and delivering it to the GFA ExCo within the prescribed time limit.

PART THREE - REFEREE

CHAPTER III: RIGHTS AND DUTIES OF MATCH OFFICIALS

ARTICLE 8: Rights of Match Officials

The referee and assistant referee are entitled, under the terms of the present Regulation to the following:

1. Receive training appropriate to the exercise of their function;
2. Enjoy technical independence in the exercise of their activity;
3. Exercise the powers conferred by the Laws of the Game, from entering sports facilities to leaving;
4. Receive copies of the technical reports of the matches in which they have participated;
5. Receive the correction key for the written and video tests;
6. Question the reports contents and marks obtained in the matches;
7. Be promoted;
8. Be reimbursed for expenses incurred by participating in meetings, conferences, seminars or courses if pre-approved by the GFA Finance Department via the Referee Department;
9. Request opinions on match-fixing laws and regulations from the RefCo;
12. Appeal to the jurisdictional bodies of the GFA for decisions that affect their interests, except matters related to appointments, promotions, demotions, exclusions and dismissals;
13. Prevent the illicit public use of their image for the purpose of commercial exploitation;
14. Be fairly reprimanded, demoted, sanctioned (fined and/or suspended) or dismissed with just cause.

ARTICLE 9: Duties of Match Officials

1. Appear at sports facilities in advance, to verify the regulatory conditions of the match venue and, more ideally, at least thirty (30) minutes in advance for all competitions.
2. Address the shortcomings identified in the match venue in the best possible way and register any related facts in the match report.
3. Appear in the football pitch with the officially approved equipment.
4. Start the match at the designated time.
5. Ensure the common interest while the match takes place.
6. Take part in all training, development and evaluation action plans, as well as in all regulatory tests to which they are summoned or required.
7. Appear before the RefCo – on justified grounds – whenever summoned or required.

8. Abide by the Laws of the Game and all applicable regulations, while ensuring that they are also abided by the interested parties.
9. Record in the match report the fully justified reasons why the match, which they have been appointed to, did not start, was delayed, was temporarily suspended or did not end.
10. Elaborate the match report in such a way as to mention any events that have taken place before, during or after the match, any misconduct on the part of the football players, coaches, doctors, physiotherapists, presidents and other accredited officials present at the match venue, as well as any events that call for reasonably justified disciplinary sanctions.
11. According to the terms set by the relevant Department and by the Referee Department, dependent on what league: complete the score card and send it to the appropriate Referee Department Admin; and/or complete the online match report via the current Competition Management System (PowerUp).
12. Present in an additional report any events worth mentioning in a match report of which they became aware of only after the match has taken place.
13. Send the additional report according to the terms set by the relevant Referee Department.
14. Refuse to officiate a match that has not yet begun or has been suspended by another referee, except for the cases provided for by the Regulation.
15. Refuse to participate in any non-official matches, except if the competent Referee Department has previously authorised them to act likewise.
16. Take annual medical-fitness tests.
17. Take tests defined in the Regulation whenever summoned or required.
18. Participate in meetings, conferences or training courses, proceedings or other events, whenever summoned or required.

ARTICLE 10: Violations of Duties by Referees

1. If ascertained facts suggest that a Referee has committed a disciplinary violation, the Referee Department must submit the matter to the applicable disciplinary body with a recommendation for the initiation of disciplinary proceedings.
2. In cases other than involving the suspected commission of a disciplinary violation, including:
 - a) deficiencies in a match report (particularly incorrect or inappropriate manner of entry of information, missing or incorrect information, missing or incorrect signatures, failure to state facts of material importance);

- b) late delivery of a match report to the Competition Management System or a failure to deliver a match report/score card to the appropriate Referee Department Admin;
 - c) late excuse for a failure to attend a match for which the Referee is appointed;
 - d) a late arrival to a match for which the Referee is appointed (the official beginning of the match is or is not delayed, or the match is not played due to this reason);
 - e) a failure to attend a match for which the Referee is appointed without proper excuse;
 - f) a failure to comply with instructions given by the Referee Department regarding uniform and equipment worn by the Referee;
 - g) the RefCo imposes a fine against a referee who commits a violation of such other important duties.
3. A fine as per Paragraph 2 may be imposed in all competitions and matches when assigned by GFA.
 4. A table of fines imposed in accordance with Paragraphs 2 and 3 shall be enclosed with the competition schedule and shall be imposed as sanctions as therein stated and provided by these Rules and Regulations.
 5. The imposition of a fine in accordance with Paragraphs 2 and 3 does not prejudice the conduct of disciplinary proceedings. If an enforceable decision is delivered, however, stipulating that the Referee's applicable actions constitute a disciplinary violation, the RefCo annuls the imposition of a fine regarding the violation in question, and returns thus paid fine to the Referee.
 6. Referees can be dismissed from being a GFA Referee at the discretion of the Referee Department with approval of the RefCo under the condition the terms of dismissal are justified.

ARTICLE 11: Requirements for Assuming the Role of Referee

1. A natural person aspiring to assume the role of Referee must:
 - a) Register as a GFA member via Central Membership Register (i.e. Power Up)
 - b) be 14 years of age or older;
 - c) hold a Referee License.
2. In performing legal acts, a natural person who is a minor, is represented by his/her guardian or legal representative.
3. A referee must:
 - a) ensure his/her medical fitness for acting in the role of referee throughout the time he/she assumes the role of referee;
 - b) submit to the Referee Department, upon request, the results of medical examinations or tests. The results of such medical examination must be no older than one year;

4. Referees below the age of 18 years may be appointed to matches in any league or division of:
 - a) youth competitions; and
 - b) adult competitions

CHAPTER IV: CATEGORIES

ARTICLE 12: Conditions for fulfilling the duties of referee, assistant referee, referee assessor and referee instructor

The duties of referee, assistant referee, referee assessor or referee instructor can be carried out by anyone who obtains the necessary qualifications for that purpose after having completed, passed and achieved sufficient marks in the courses or seminars run by the Referee Department in coordination with the RefCo.

ARTICLE 13: Match Official Categories

1. Referees integrate into Categories C8 and C7 as part of Youth I competitions, Categories C6 and C5 as part of Intermediate competitions, categories C4 and C3 as part of Amateur competitions and categories C2 and C1 (including the ones in FIFA list) as part of Premier competitions.
2. Assistant referees can integrate into Category ARC1 as part of Premier competitions.
3. Additionally, female referees and female assistant referees integrate into Categories WomC1 as part of women's Premier competitions.
4. Referees can be promoted or listed at a higher category by the Referee Department with approval of the RefCo or by the RefCo with the recommendation of the Referee Department. In special circumstances, that referee can be exempted from the match and/or testing requirements of the category of which the referee has been promoted or listed to.

ARTICLE 14: Category 8 (C8)

1. C8 is attributed within the first football season of this category to the candidate that has successfully completed the Entry Level Referee Course and is fourteen (14) years old or older.
2. Allows its holder to officiate as referee in Youth I competitions (Robbie Webber Youth League - U8 and in special circumstances U10).
3. The number of referees in C8 is limitless.

4. Referees of C8 may be promoted to C7 category after having participated in at least two (2) seasons of C8 (Spring and Fall competitions are complete seasons respectively) and successfully completed at least eight (8) matches.

ARTICLE 15: Category 7 (C7)

1. C7 is attributed to the candidate that fulfils the requirements of promotion to a higher category, having participated in at least two (2) complete seasons of C8 and successfully completed at least eight (8) matches.
2. Allows its holder to officiate as referee in Youth I competitions (U8-U10 level competitions).
3. The number of referees in C7 is limitless.
4. Referees of C7 may be promoted to C6 category pursuant to the GFA Refereeing Regulation.

ARTICLE 16: Category 6 (C6)

1. C6 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having completed the Level One Referee Course and participated in at least two (02) complete seasons of C7 and successfully completed eight (8) matches.
2. Allows its holder to officiate in Youth II competitions (U8 – U16, middle school and women’s recreation level competitions).
3. The number of referees in C7 is limitless.
4. C6 referees may be promoted to C5 category, based on annual proposals presented by the Referee Department with approval from the RefCo.
5. C6 referees are eligible for demotion to C7, pursuant to the decision of the Referee Department with approval from the RefCo.
6. In youth competitions, as well as in premier women’s competitions, in case there are no sufficient referees or assistant referees, then referees and assistant referees of C6 may be appointed, who shall be included in lists presented to the RefCo by local RefCos before the commencement of the said competitions.

ARTICLE 17: Category 5 (C5)

1. C5 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having participated in at least two (02) complete seasons of C6 and successfully completed eight (8) matches.
2. Allows its holder to officiate in Intermediate competitions (all GFA competitions except the adult premier leagues).

3. The number of referees in C5 is limitless.
4. Referees who are ranked among the top C5 referees may be promoted to C4.
5. C5 referees are eligible for demotion to C6, pursuant to the decision of the Referee Department with approval from the RefCo.

ARTICLE 18: Category 4 (C4)

1. C4 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having completed the Level 2 Referee Course and participated in at least one (01) entire season of C5.
2. C4 allows its holder to officiate in all GFA competitions.
3. The number of referees in C4 is limitless.
4. Referees who are ranked among the top C4 referees may be promoted to C3 category.
5. C4 referees are eligible for demotion to C5, pursuant to the decision of the Referee Department with approval from the RefCo.

ARTICLE 19: Category 3 (C3)

1. C3 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having participated in at least one (01) entire season of C4.
2. C3 allows its holder to officiate in all GFA competitions.
3. The number of referees in C3 is limitless.
4. Referees who are ranked among the top C3 referees may be promoted to C2 category.
5. Referees who rank among the bottom C3 referees are demoted to C4.

ARTICLE 20: Category 2 (C2)

1. C2 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having completed the Level 3 Course and participated in at least one (01) entire season of C3, and:
 - a) have reached such an evaluation, ranking and performance level that allows them to remain in this category;
 - b) have been demoted from C1;
 - c) have been promoted from C3.
2. C2 allows its holder to officiate in all GFA competitions.
3. Referees and assistant referees who are ranked among the top C2 referees and assistant referees may be promoted to C1.

4. Referees and assistant referees who rank among the bottom C2 referees and assistant referees can be demoted to C3 or excluded from the list, upon decision of the Referee Department with approval from the RefCo.

ARTICLE 21: Category 1 (C1)

1. C1 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having participated in at least one (01) entire season of C2 and includes elite referees who are entitled to wear the FIFA badge.
2. C1 is attributed to referees who:
 - a) have reached such an evaluation, ranking and performance level that allows them to remain in this category;
 - b) have been ranked among the top C2 referees;
3. C1 allows its holder to officiate in all GFA competitions.
4. Referees and assistant referees who rank among the bottom C1 referees and assistant referees can be demoted to C2 or excluded from the list, upon decision of the Referee Department with approval from the RefCo.

ARTICLE 22: Women's Category 1 (WC1)

1. WC1 is attributed to the referee that fulfils the requirements of promotion to a higher category, after having participated in at least one (01) entire season of C2 and includes elite referees who are entitled to wear the FIFA badge.
2. WomC1 category allows its holder to officiate in all GFA competitions, including the men's premier competitions.
3. Referees and assistant referees who rank among the bottom WC1 referees and assistant referees can be demoted to C2 or excluded from the list, upon decision of the Referee Department with approval from the RefCo.

ARTICLE 23: Age Limits

1. At this time, there are no age limits to any of the categories – in the future with a healthy competitive pool, there should be.

PART FOUR - REFEREE ASSESSORS

ARTICLE 24: Referee Assessors

Referee assessors integrate into the category of:

1. Referee Assessor; or
2. Senior Referee Assessor.

ARTICLE 25: Age Limits

1. At this time, there are no age limits to any of the categories – in the future with a healthy competitive pool, there should be.

CHAPTER V: APPOINTMENTS

ARTICLE 26: Referee Appointments

1. The RefCo, who are the approving authority, shall have final approval of appointments for Final matches in national competitions set by the Referee Department.
2. All appointments should be based on performance, personality, availability, development, administrative factors, and successful completion of the relevant written examinations and fitness tests. Average referee assessor scores should not be the sole criterion.
3. It is forbidden to use a procedure such as a ballot or draw for appointing match officials or referee assessors.
4. Referee announcement of appointments to national championships are announced on dates set by the RefCo.
5. Foreign referees may be appointed to Premier division matches, as well as to matches of the Guam FA Cup, when deemed necessary by the RefCo.
6. The RefCo shall appoint referees and assistant referees to international matches, official or friendly ones, which are held in Guam or abroad, as long as their names are not already announced by FIFA or AFC. Appointments are solely given to them based on the international referee and assistant referee lists accordingly. Upon FIFA or AFC approval, the RefCo may appoint to international matches, official or friendly ones, non-international referees or assistant referees from the corresponding C1 list.
7. The RefCo shall appoint fourth officials to international matches, official or friendly ones, who are held in Guam or abroad, based solely on the FIFA or AFC list. Upon FIFA or AFC approval, the RefCo may appoint to the said matches as fourth officials' non-international referees based on the corresponding C1 list.
8. Upon request by a foreign federation and subsequent approval by the RefCo, the latter may appoint referees to officiate matches of a foreign federation championship.
9. According to the importance of second national division, the RefCo may appoint referees from a higher category.
10. Referee appointments to women's football matches, beach soccer and exhibition matches are supervised by the RefCo.
11. Women referees may be included and appointed to men's competitions.

ARTICLE 27: Appointment of Other Match Officials

1. Assistant referee and fourth official, VAR and AVAR are appointed from the respective list of match officials.

2. VAR and AVAR must be certified by the GFA according to the IFAB protocol.

ARTICLE 28: Appointment of referee assessors – Duties

1. The RefCo shall approve the appointment of premier league referee assessors and shall supervise their work and shall offer constructive advice on how to better perform their duties.
2. Referee assessors are appointed to premier league matches under the duty of registering any remark whatsoever in regard to matters mentioned in their report form. The way referees of all categories are graded depends on the guidelines given by AFC.
3. Referee assessors are obliged to report in writing their reason of doubt regarding match highlights that are not 100% clear, as well as that they have consulted match video(s).
4. According to the opinion given by the assessor to the referee, the Referee Department and RefCo forms its own opinion in regard to the referee performance and the referee assessor assessment.
5. In case the match analysis and highlights evaluation indicated in the referee assessor reports do not coincide with the proper marking system of referees in premier league matches, then the Referee Department member in charge, after having received and studied the said reports, may send them back to the referee assessor for corrections upon approval from the RefCo, while reminding them that they need to scrupulously abide by the marking system guidelines, or that they need to accurately register in their report any events whatsoever that subsequently correspond to the reported marks.
6. Within forty-eight (48) hours after the match has ended, the referee assessor shall send his/her report to the Referee Department.
7. The form of the referee assessor report includes the marking system of match officials, which is elaborated by the Referee Department upon approval of the RefCo, before commencement of the football season.
8. The Referee Department based on the marks given to referees by the referee assessors:
 - a) Shall keep a record with each referee's marks throughout the year.
 - b) After the end of the football season, the Referee Department shall compile a specific list containing the marks awarded to referees per category, taking into account their marks, the degree of difficulty of each match and any additional specific coefficient. Afterwards, the Referee Department upon approval of the RefCo ranks the referees based on their overall marks.
9. RefCo decisions in regard to the compilation of the finalised, specific list of referees' marks by the Referee Department are regarded as final and no appeal shall be brought against them.
10. Referee assessor reports are confidential and they shall remain under the supervision of the RefCo and the Refereeing Department.

CHAPTER VI: SELECTION, PROMOTION AND DEMOTION PROCESS

ARTICLE 29: Selection/non-selection, promotion/demotion and dismissal of Match

Officials

1. Each year and before commencement of the national championships, the RefCo approves the lists of match officials per category.
2. The reasons for selection/non-selection, promotion/demotion and dismissal should be kept confidential within the RefCo and the Referee Department.
3. The criteria should be performance, personality, availability, development, administrative factors and successful completion of written examinations and fitness tests. Average referee assessor scores should not be the sole criterion. There should be opportunities for fast-track promotion, particularly for talented match officials who have successfully completed a mentoring program.
4. The number of people on the elite match official lists should be decided by the Referee Department upon approval of the RefCo on the basis of the needs of the relevant elite competitions.
5. At all other levels, the maximum number of match officials per list should be determined by the number of matches in the relevant competitions and their geographical spread.

ARTICLE 30: Selection/non-selection, promotion/demotion and dismissal of Referee

Assessors

1. Each year and before commencement of the championships, the RefCo approves the lists of referee assessor per category made by the Referee Department.
2. The reasons for selection/non-selection, promotion/demotion and dismissal should be kept confidential within the RefCo and the Referee Department.
3. The criteria should be performance, personality, availability, development, administrative factors, and successful completion of the relevant written tests. There should be opportunities for fast-track promotion. All referee assessors should be given the opportunity to progress to elite level by means of additional training and quality assessments, provided that they hold the required qualifications stipulated in the present Refereeing Regulations.
4. The number of people on elite referee assessor lists should be approved by the RefCo on the basis of the needs of the relevant elite competitions.

5. At all other levels, the maximum number of referee assessors per list should be determined by the number of matches in the relevant competitions and their geographical spread.
6. Furthermore, referee assessors are selected according to their qualifications and merits. Without prejudice to specific provisions stipulated in the present Regulation, the following are regarded as minimum selection criteria for each category:
 - i. Having successfully passed their examinations and having officiated over a period of at least two (02) years as referees or at least five (05) years as assistant referees matches of a competition which they have been selected for;
 - ii. Not to have been removed from the Referee Department records;
 - iii. The selected new national referee assessors shall be at least C3. Exception to this rule might be new national referee assessors, who have formerly been part of the FIFA Referee and FIFA Assistant Referee Lists; they might be included in a higher-level Category;
 - iv. C3 referee assessors, after having completed one (01) year in the said Category, might be promoted to C2 of referee assessors, provided that they hold the required qualifications stipulated in the present Regulation;
 - v. C2 referee assessors, after having completed one (01) year in the said Category, might be promoted to C1 of referee assessors, provided that they hold the required qualifications stipulated in the present Regulation;
 - vi. GFA women referee assessors, which are included in the AFC referee assessors lists, are eligible, if deemed capable to be selected by approval of the RefCo as C1 senior referee assessors, whether they fulfill the qualifications and merits cited in paragraph 3 a) i or not.
- b) Furthermore, and namely for C1 referee assessors, the following are required:
 - i. It is desirable to be able to speak English;
 - ii. To have completed a six-grade high school or senior high school or equivalent.
4. Referee assessors shall exclusively be selected for a match other than the one where a relative of theirs is selected and based on the referee assessor selection criteria, as long as in the referee lists of the national championships are included referees who have up to a second-degree relation or affinity with the referee assessors.
5. On a date set by the RefCo, new referee assessors shall submit their status acquisition application to the GFA Refereeing Department via the procedures stipulated by the present Regulation.

ARTICLE 31: Annual Seminars / Tests

1. Once a year on dates set by the GFA Referee Department approved by the RefCo, all qualified referees C4 and higher, assistant referees, referee assessors and referee instructors, as well as all local championship referees and assistant referees, who have the qualifications stipulated in the present Regulation are obligatorily subject, under penalty of possible exclusion or other possible sanctions, to complete the following:
 - a) Medical clearance for sport activity;
 - b) Written and/or oral examinations and/or video quiz with a view to determining their knowledge in regard to the Laws of the Game and the Regulations of relevant GFA competitions;
 - c) Successful participants shall be entitled to be appointed to GFA competitions. Unsuccessful participants shall not have the right to be appointed to a Premier league match until they have been successfully re-examined;
 - d) Written and/or oral examinations with a view to determining their knowledge level in the English language, for international referee and assistant referee candidates.
2. In addition to the above:
 - a) Referees and assistant referees in C5 and lower categories may participate in fitness tests over a period set by the Referee Department, in order to assess their physical condition;
 - b) Referees and assistant referees of national championships participate in fitness tests, according to the FIFA/AFC guidelines and over a period set by the above-mentioned Decision, in order to assess their physical condition;
 - c) Successful participants shall be entitled to be appointed to national Championship matches. Unsuccessful participants shall not have the right to be appointed to a national Championship match until they have been successfully re-examined.
3. The examinations and fitness tests mentioned in the above paragraph fall under a special program and they are conducted by and placed on the sole responsibility of the Referee Department, in cooperation with the RefCo, taking into account the following:
 - a) At the GFA's discretion and supervised by the Referee Department with supervision from the RefCo, an expert coach-instructor shall be employed to train referees of all categories, draw up specific training programs for referees and also develop a specific program for fitness tests mentioned in the previous paragraph;
 - b) Referees who shall submit before commencement of the fitness tests a medical attestation by a doctor, declaring impediment to participate in the said tests, due to injury or illness, they shall participate on a new date set by the Referee Department.

ARTICLE 32: Evaluation Process

1. Yearly referee seminars are held by the Referee Department in accordance with the present Regulation.
2. Age limits, as well as the total candidate number, are set by the Referee Department approved by the RefCo on a yearly basis.
3. By the set deadlines, the Referee Department, with approval from the RefCo, selects the referees and assistant referees for each competition, based on the comprehensive data gathered in accordance with the provisions of the present Regulation.
4. After their final approval by the RefCo, the evaluation and ranking lists of referees, assistant referees, referee assessors and referee instructors per Category are announced.
5. Referees in categories C4 and higher are banned from being selected in the same Category if they have not officiated in two (02) full premier league seasons.
6. If it is proven during a football season that referees, assistant referees or referee assessors have provided false information, which had been previously taken into account for their evaluation and had contributed even partly to their final selection, they are suspended upon decision of the Referee Department with approval from the RefCo.
7. During the football season, any alterations to the lists (promotions, demotions and exclusions) may be allowed by the RefCo.

ARTICLE 33: Lists of FIFA referees, assistant referees and AFC referee assessors

1. At least one (01) week before the proposal submission deadline, which is set by FIFA, the RefCo is obliged to present to the GFA President separate referee and assistant referee lists, in order for them to be selected for the FIFA/AFC lists.
2. In the aforementioned lists, which are compiled on RefCo responsibility during an official sitting of the latter, are included all C1 referees and assistant referees who have the regulatory qualifications invariably defined by FIFA. Accordingly, women referees and assistant referees, as well as futsal referees and beach soccer referees are included in specific lists.
3. More specifically the following shall be stated: full name, family name, marks, literacy, certification in the English language, age, test results, disciplinary sanctions, profession, total number of matches they have officiated as referees and assistant referees, physical condition and – in general – all information deemed necessary for an objective evaluation of each candidate's merit.

4. The aforementioned lists shall be submitted to the GFA President and shall afterwards be announced to the GFA ExCo.
5. Upon the aforementioned list submission, a duly justified RefCo proposal is also submitted to the GFA ExCo, regarding who should be selected as international referee and assistant referee based on a priority ranking and in accordance with the provisions of the present Regulation.
6. According to the aforementioned procedure, the GFA/RC shall submit for approval to the GFA ExCo, when this is required by AFC, a candidate list for international referee assessors who shall subsequently be shortlisted as FIFA/AFC referee assessors.
7. Candidate international referee assessors shall have the following qualifications:
 - a) They have been included during at least two (02) years in the FIFA referee list, while priority is given to the most experienced referees who have officiated international matches;
 - b) They have certification in English language;
 - c) They have officiated as referee assessors in FIFA/AFC competitions or in the top national division the last two (02) years;
 - d) Whatsoever stipulated in the provisions of the FIFA/AFC Regulations.

ARTICLE 34: Match Officials Personal Data Form

1. A personal data form is completed by each match official, which includes:
 - a) Identity card information (full name, father name, place and date of birth, permanent residence);
 - b) Height and weight measurements;
 - c) Profession and its location;
 - d) Literacy level, as well as a potential certification in a foreign language;
 - e) Criminal record (Police Clearance);
 - f) Disciplinary sanctions;
 - g) The total number of matches they have officiated as referees or assistant referees per championship division;
 - h) The final performance marks in matches of the past football season per championship division;
 - i) Personal health record;
 - j) Performance in fitness tests, as well as in written and oral examinations, per examination period;
 - k) Personal email and telephone number information, so as to be reached by the RefCo;
 - l) Football clubs where they have participated in as football players.

2. Criminal record certificates, police clearance shall be uploaded to the Competition Management System by the referees or assistant referees before the commencement of the leagues.
3. Match officials who are included in the lists based on their evaluation, automatically accept the statute, regulations, announcements, decisions, directives and circulars of the GFA, FIFA and AFC. In case any match officials deny the aforementioned, then they are obliged to inform the RefCo in written within five (05) calendar days.
4. The referee/assistant referee personal data form shall be elaborated and updated every year on responsibility of the Referee Department upon approval of the RefCo by issue of competence.
5. A personal data form is also filled in by the Refereeing Department for every referee assessor and referee instructor.

ARTICLE 35: Talented referees

1. Talented referees are tracked down and selected by the Referee Department upon approval of the RefCo, and they are assisted by an extensive team of education and training experts, under the supervision of the Referee Development Officer. The said team of experts may also include a Mentor in order to attend to the talented referees' development and improvement.
2. Talented referees are tracked down according to the following criteria:
 - a) Age;
 - b) Potential;
 - c) Physical condition;
 - d) Match officiating skills;
 - e) Personality;
 - f) Psychological readiness;
 - g) Good health;
 - h) Education;
 - i) Knowledge of English language.

ARTICLE 36: Recruitment and Retention of Referees

1. The GFA, via the RefCo and/or Refereeing Department, organises programs with a view to attracting new referee candidates and increasing the numbers of active referees, while taking all necessary measures in order to keep them active over the longest possible period of time.

2. The GFA, via the RefCo and/or Refereeing Department, shall establish contact with local football clubs, colleges/universities, schools, private education organizations, etc., so as to recruit new referees. University or college students, as well as football players, are regarded as suitable candidates for referees.

ARTICLE 37: Referee Instructor Expert Panels

1. In order to assist in referee training, the GFA shall employ and cooperate with experts, such as technical instructors for referees, referee assessors, trainers/fitness instructors, mental preparation experts, nutritionists, experts in football tactics (football coaches), etc.
2. A special panel dedicated to training high-level match officials, as well as educating and developing referee talents, shall be established. Likewise, a panel for lower categories shall also be established.

ARTICLE 38: Teaching Material

1. FIFA and AFC shall regularly provide the GFA Referee Department with relevant teaching material, in order for the latter to support its referee educational programs. The GFA shall – at all times – follow the guidelines laid down by FIFA, in regard to the use of the said teaching material, so as to ensure the uniform interpretation and application of the Laws of the Game.
2. The teaching material shall be comprised by the following:
 - a) Printed material or multimedia material on the Laws of the Game and their interpretation;
 - b) Printed material or multimedia material on referee guidelines;
 - c) Videos which include a case-by-case analysis of FIFA match competitions or of matches held by the Confederations or the Member Associations.
3. The GFA may also create its own teaching material, under the condition that it shall be consistent with the Laws of the Game and it shall be created upon proposal of the Refereeing Development Officer and after having been approved by the RefCo.

ARTICLE 39: Database setup

1. A database of all referee educational courses, at all levels, shall be kept on GFA's server and is the responsibility of the Referee Department, to collect and maintain all data pertaining to the educational courses.
2. A database of all referee instructors, referee assessors and referees at all levels is kept on GFA's server and is the responsibility of the Referee Department, which includes detailed and comprehensive information on their status and course (e.g. personal data form, etc.).

PART FIVE - PROTECTING THE REPUTATION OF REFEREEING

ARTICLE 40: Conflict of Interest

1. Every available effort will be made to best avoid or minimize direct conflict of interest by the GFA Referee Department in all matters.

ARTICLE 41: Refusal to Offer Refereeing Services – Sanctions

1. Unjustified refusal from referees, assistant referees or referee assessors to offer their services as referees, assistant referees or referee assessors at the Premier level, shall negatively affect their further evaluation in referee, assistant referee or referee assessor lists of any competition whatsoever.

PART SIX - TRANSITIONAL AND MISCELLANEOUS PROVISIONS

ARTICLE 42: Repeal of provisions

As soon as the present Regulation comes into effect, any conflicting provisions shall cease to apply.

ARTICLE 43: Jurisdiction – interpretation

For every matter not stipulated in the present Regulation the GFA ExCo shall make the necessary decisions and shall be the competent body for genuinely interpreting the provisions of the present Regulation.

ENCLOSURES

N.º 1 - EXAMINATION PROCEDURES FOR REFEREES, REFEREE ASSESSORS AND INSTRUCTORS

ARTICLE 1: Examinations for referees

There are three (03) forms of tests for referees.

A. Medical Tests:

Those required as to render the person duly appropriate to exercise the duties of referee in matches. A basic sport activity clearance form is adequate. If the required certificate is not provided, candidates may not participate in the following tests.

B. Written Exam:

Written exams shall be conducted, with the due care and attention of the Referee Department in the following forms:

1. Written exams taken at annual seminars
2. Synchronous and asynchronous exam process via online channels

The written exam questions shall mainly concern the Laws of the Game, as well as other regulations that include provisions related to refereeing the various competitions.

Success thresholds per Category are annually set by the Referee Department and approved by the RefCo.

C. Physical condition tests:

Candidates participate in a field test in order to identify their physical condition, pursuant to a decision of the and at the designated date for each test pursuant to «Official Fitness Tests for Referees and Assistant Referees». The field tests are staged with the use of electronic means, same as Official Fitness Tests for Referees and Assistant Referees.

ARTICLE 2: Examinations for referee assessors

There are four (04) forms of tests for referee assessor.

A. Medical Tests:

Those required as to render the person duly appropriate to assess, mainly ophthalmological. If the required certificate is not provided, candidates may not participate in the following tests.

B. Written Exams:

Written exams shall be conducted, with the due care and attention of the Referee Department in the following forms:

1. Written exams taken at annual seminars
2. Synchronous and asynchronous exam process via online channels

The written exam questions shall mainly concern the Laws of the Game, as well as other regulations that include provisions related to refereeing in the various competitions.

Success thresholds per Category are annually set by the Referee Department with approval of the RefCo.

C. Video test:

Video tests shall be conducted, with the due care and attention of the Referee Department in the following forms:

1. Video tests taken at annual seminars
2. Synchronous and asynchronous video test process via online channels

Success thresholds per Category are annually set by the Referee Department with approval of the RefCo.

D. Assessor's Report Form:

This procedure is followed only for new referee assessors.

- i. Candidates watch on a giant screen or on a computer screen a match or cases with designated cases regarding the players taking part and the match officials.
- ii. Candidates must draft a written report (based on the AFC Referee Assessor's Report) and assess the referees.
- iii. This report contains a note of the minute of the case, the recording of the candidate opinion and assessment for each member of the refereeing team of the match and the detailed explanations that must be provided immediately after the match.
- iv. The process is evaluated by the GFA Referee Department with approval of RefCo.

ARTICLE 3: Examinations for referee instructors

There are three (03) forms of tests for referee instructors.

A. Written Exam:

Written exams shall be conducted, with the due care and attention of the Referee Department in the following forms:

1. Written exams taken at annual seminars
2. Synchronous and asynchronous exam process via online channels

The written exam questions shall mainly concern the Laws of the Game, as well as other regulations that include provisions related to refereeing.

Success thresholds per Category are annually set by the Referee Department with approval of the RefCo.

B. Video test:

Video tests shall be conducted, with the due care and attention of the Referee Department in the following forms:

1. Video tests taken at annual seminars
2. Synchronous and asynchronous video test process via online channels

Success thresholds per Category are annually set by the Referee Department with approval of the RefCo.

- C. **Oral or written exams:** Each candidate presents up to two subjects of his choice, concerning the Laws of the Game, in the form of instruction, in order to assess his ability to transfer knowledge and the proper structure and analysis of the subject of the instruction.
1. The process is evaluated by the Referee Department with approval of RefCo.

N.º 2 - PROFILES AND DUTIES

1. Referee recruitment and retention officer

- a. Design and run campaigns cascaded down through the organization all the way to grassroots level;
- b. Ensure that the national association runs a sufficient number of well-designed and well-delivered recruitment and retention programs at national and regional levels;
- c. Work closely with the national instructor to ensure that a suitable number of qualified instructors are available to run introductory courses for all match officials;
- d. Liaise with appointments officers to ensure that appropriate matches are allocated to novice match officials;
- e. Identify talented new match officials and propose candidates for mentoring programs to the GFA through the mentoring coordinator;
- f. Maintain a central database of all refereeing records.

2. Elite referees manager

- a. Run education and development programs for elite match officials, in cooperation with the national instructor;
- b. Serve as a point of contact for all elite match officials and provide support as required case by case;
- c. Supervise the provision of sports science expertise, psychological, physical and tactical training and analysis, nutritional and medical advice, media training and, if necessary, English language tutoring for all elite match officials;
- d. Work closely with the Referee Department for the appointment of match officials.

3. Grassroots referees manager

- a. Run education and development programs for grassroots match officials, in cooperation with the national instructor;

- b. Work closely with the referee recruitment and retention officer and the mentoring coordinator;
- c. Serve as a point of contact for all grassroots managers and provide any support required;
- d. Liaise with the Referee Department regarding grassroots referee panels and ensure that the GFA is informed accordingly.

4. Talented match official

- a. Nominated by the mentoring coordinator and approved by the GFA;
- b. Positive written assessments of their performance in matches;
- c. Minimum of two years' active refereeing experience (depending on age and capability);
- d. Thorough knowledge of the Laws of the Game, as demonstrated in a written entrance test;
- e. Successful interview;
- f. Regular access to email, WhatsApp and GFA's Central Membership Register;
- g. Fitness test for the next category of match officials passed successfully.

5. Match official in a mentoring program

- a. Attend all seminars and participate fully in the program's activities and exercises;
- b. Follow the specific fitness training program provided by the fitness instructor;
- c. Behave in a responsible and attentive manner at all times;
- d. Respond promptly and in full to all correspondences relating to their refereeing activities;
- e. Successfully complete all continual written examinations and fitness tests and maintain appropriate match performance standards;
- f. Maintain at least a basic level of spoken and written English if in a program at the international level.

6. Referee coach

- a. Appropriate experience as a match official, ideally at a higher level;
- b. Very good knowledge of the Laws of the Game;
- c. Very good spoken communication skills;

- d. Very good psychological skills;
- e. Very good active listening and facilitation skills;
- f. Very good match analysis skills;
- g. Strong teaching skills, incorporating praise, encouragement, practical advice and practical solutions;
- h. Good understanding of elite football tactics and playing styles;
- i. Suitable technical training and development skills;
- j. Ability to use TV/video footage to coach match officials;
- k. Willingness to attend training/education seminars organised by the GFA.

7. National referee fitness coach

- a. Good understanding of the physical demands that football, futsal and beach soccer matches place on match officials;
- b. Up-to-date theoretical knowledge of how to apply modern fitness training methods to refereeing, e.g. from a background in fitness training and coaching;
- c. Ability to organise a range of specific training sessions for match officials that address the necessary fitness objectives;
- d. Ability to identify and help those whose fitness is inadequate, by providing specific and individualised training programs;
- e. Ability to use refereeing knowledge to design integrated training sessions;
- f. Ability to use heart-rate data to monitor the training of match officials and provide individualised monthly feedback;
- g. Ability to organise FIFA's fitness test at least twice a year professionally and in accordance with AFC guidelines;
- h. Skills necessary to analyse fitness test results and provide relevant feedback;
- i. Ability to use heart-rate data to monitor the fitness of match officials;
- j. Ability to work with AFC's monitoring platforms;

- k. Ability to attend FUTURO III courses and willingness to participate actively;
- l. Open-minded approach and willingness to work with and learn from other coaches;
- m. Good spoken and written English in order to play an active part in the AFC network;
- n. Carry out physical evaluations of match officials in cooperation with the GFA High Performance Coach;
- o. Produce weekly training programs for match officials;
- p. Inform the AFC referee fitness coach coordinator and the AFC administration of any concerns regarding the fitness of AFC match officials;
- q. Inform the AFC referee fitness coach coordinator and the AFC administration of the results of the FIFA fitness tests conducted in the association within 36 hours of the test;
- r. Liaise with FUTURO III fitness instructors with regard to the results of fitness tests organised at national level for elite match officials;
- s. Cooperate with AFC referee fitness coaches in order to coordinate weekly training plans, supply training advice, provide injury-prevention exercises, give test instructions, give presentations and produce training resources;
- t. Monitor the training of referees appointed for a AFC final tournament, in cooperation with the AFC referee fitness coach coordinator;
- u. Conduct FIFA's fitness test roughly one (01) month prior to AFC courses/tournaments;
- v. Conduct injury-prevention screening for referees in the two highest categories (ideally twice a year);
- w. Manage a network of referee fitness coaches at the GFA, which will involve:
 - x. Meeting at least twice a year to provide valuable information regarding match officials' fitness training;
 - y. Providing those coaches with detailed training plans;
 - z. Maintaining a national database on the fitness of young and promising match officials, in cooperation with the Referee Department;
 - aa. Providing the Referee Department with the information needed to help develop refereeing in the various regions of the country.

8. Elite Referee Assessor

- a. Appropriate experience as a former elite referee or assistant referee;
- b. Very good knowledge of the Laws of the Game;
- c. Good observational skills;
- d. Strong understanding of elite football tactics and playing styles;
- e. Very good analytical skills for elite matches;
- f. Good identification of skills, strengths and weaknesses for all members of the referee team;
- g. Strong spoken and written communication skills;
- h. Good psychological skills;
- i. Good teaching skills, incorporating praise, encouragement, practical advice and practical solutions;
- j. Ability to use TV/video footage to coach match officials;
- k. Ability to use electronic referee reports and any platforms provided by the GFA;
- l. Willingness to attend training/education seminars organised by the GFA;
- m. Very good scores in video assessments;
- n. Available to the national association on at least 50% of match days.

9. Grassroots referee assessor

- a. Appropriate active experience as a referee or assistant referee;
- b. Good knowledge of the Laws of the Game;
- c. Good observational skills;
- d. Strong match analysis skills;
- e. Good oral and written communication skills;
- f. Strong psychological skills;
- g. Good teaching skills, incorporating praise, encouragement, practical advice and practical solutions;
- h. Ability to use electronic referee reports and any platforms provided by the national association;
- i. Willingness to attend training/education seminars organised by the national association;
- j. Good scores in video assessments;
- k. Available to the national association on at least 50% of match days.

10. Referee Assessor manager

- a. Run education and development programs for referee assessors, in cooperation with the national instructor;
- b. Serve as a point of contact for all referee assessors and provide support as required case by case;
- c. Work closely with the Referee Department for the appointment of referee assessors.

11. Mentoring coordinator

- a. Coordinate the design and delivery of mentoring programs cascading down through the organization;
- b. Act as a central point of contact and repository for information on talented match officials;
- c. Liaise with the referee recruitment and retention officer to propose candidates for mentoring programs to the referees committee;
- d. Liaise with instructors to organise seminars for talented match officials and mentors, in cooperation with the national instructor;
- e. Monitor the progress of talented individuals as they go through the various mentoring programs (grassroots and elite), in cooperation with the Referee Department with support from the RefCo.

12. Mentor

- a. Positive communicator;
- b. Active listener and facilitator;
- c. Friendly and approachable manner;
- d. Sufficient refereeing experience to offer credible feedback;
- e. Good observational skills;
- f. Thorough and up-to-date knowledge of the Laws of the Game;
- g. Establish a one-to-one relationship based on trust with the talented match official to whom they are assigned;
- h. Guide, coach, encourage and support the mentee to help them develop the necessary skills and techniques;
- i. Work on mutually identified and agreed development areas within the agreed time frame;
- j. Help the mentee to capitalise on learning opportunities;
- k. Help the mentee to maintain a positive attitude and appropriate behaviour;
- l. Improve the mentee's performance and help them to achieve their full potential;
- m. Work closely with the RefCo and the mentoring coordinator.

13. National instructor

- a. Work closely with the Referee Department on the design, coordination and delivery of all education and development programs;
- b. Propose instructors to the Referee Development Officer with supervision from the RefCo and advise on categories;
- c. Supervise networks of instructors, coaches and mentors; provide them with training and share information at least twice a year;
- d. Catalogue all clips from domestic matches that are used in education and development programs;

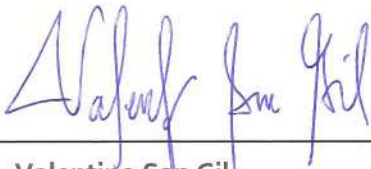
e. Attend FUTURO III courses and similar education programs.

14. Referee technical instructor

- a. Appropriate experience as a match official;
- b. Very good knowledge of the Laws of the Game;
- c. Very good spoken communication skills;
- d. Very good psychological skills;
- e. Good active listening and facilitation skills;
- f. Very good teaching skills, including classroom management, presentation skills and student-based learning.

Enactment and Enforcement

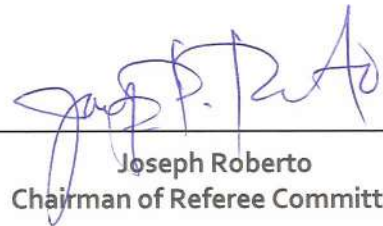
This GFA Referee Regulations was approved by the GFA Executive Committee in Guam on 16 August 2021 and come into force (September 6, 2021). Upon adoption and be in full force and effect until replaced by amendment, revision or repeal.



Valentino San Gil
President



Marvin C. Iseke
General Secretary



Joseph Roberto
Chairman of Referee Committee