



Softball New Zealand (SNZ) Umpire's Code of Conduct

The SNZ Umpire is to act as an impartial arbitrator of softball competitions and carry out their duties with:

- Accuracy
- Consistency
- Objectivity
- The highest sense of integrity

The Umpire Program of SNZ recognizes that to preserve and encourage confidence in the professionalism and integrity of umpiring, ethical behavior must be fostered by all umpires.

In conjunction with the Umpires "Code of Conduct," UMPIRES HAVE THE RIGHT TO EXPECT THAT:

- Their health and safety are paramount.
- They are treated with courtesy, respect and openness.
- They are not appointed or recommended to a level of competition beyond their level competence.
- They have access to self-improvement opportunities

SNZ umpires are volunteers and are not employees of SNZ

The following conduct applies to SNZ Umpires:

- 1) Respect the rights, dignity and worth of every human being regardless of age, gender, sexual orientation, ethnic origin, religion or ability.
 - Refrain from any discriminatory practices on the basis of age, gender, ethnic origin, religion, or ability.
 - Cooperate and be professional in your association with your fellow officials on and off the field and do nothing to cause them embarrassment.
 - Refrain from negatively criticizing the on-field performance and conduct of any umpire.
- 2) Be professional in your appearance and manner and accept responsibility for all actions taken.
 - Display high standards in language, manner, punctuality, preparation and presentation.
 - Display control, respect, dignity and professionalism to all involved with softball (including athletes, coaches, officials, scorers, administrators, the media, parents, and spectators) and encourage other umpires to demonstrate the same qualities.
 - Be courteous, respectful and open to discussion and interaction.
 - Undertake the duties and responsibilities designated by the Tournament Chief Umpire
 - Be prepared both physically and mentally.
 - Refrain from making any comments or committing any action that undermines the SNZ and its officers.
 - Refrain from the use of banned or illegal substances.
- 3) Refrain from any form of harassment.
 - This includes explicit, implicit, verbal and non-verbal harassment.
- 4) Avoid any situation which may lead to a conflict of interest.
- 5) Operate within the rules and spirit of softball.

- Abide by and respect the regulations governing softball and sport generally and the organizations and individuals administering those regulations.
- 6) Refrain from any form of personal abuse towards athletes.
 - This includes verbal, physical and emotional abuse.
 - 7) Place the safety and welfare of the participants above all else.
 - Ensure that equipment and facilities meet rule requirements and safety standards.
 - 8) Make a commitment to providing quality service to umpiring and SNZ, by seeking continual improvement of your umpiring knowledge and skill through study, performance, appraisal and regular updating of competencies.
 - Maintain and improve on umpiring skills.
 - Observe the work of other umpires so you may gain knowledge and new skills or successful mechanics.
 - Study the rules through rule books and case books diligently and ask questions when in doubt. Always remember, “no question is a stupid question.”
 - 9) Be impartial.
 - Be fair and unbiased in your decisions, rendering them without regard to the score.
 - 10) Show concern and caution towards sick and/or injured athletes. Call the medical staff onto the field immediately if necessary.
 - 11) Encourage inclusively and access to all areas of umpiring.
 - Remember that while your work as an official is important, you must conduct yourself in such a way that spectator attention is directed to those playing the game and not at yourself.
 - 12) Refrain from any sports betting that is related to the games or tournaments you are assigned to.
 - 13) Refrain from publishing or posting any link or content on Social Media or emails which may bring SNZ or any player or colleague in to disrepute.
 - 14) Be a positive role model for softball and umpiring, and always be aware that you are a representative of your association and the SNZ Umpire Program.
 - Personal conduct on the field, around the ballparks and at softball events and meetings should be above reproach.
 - Keep in mind that the game is more important than the wishes of any individual player or coach, or the ambitions of any individual umpire.
 - Dress and maintain your appearance in a manner befitting the dignity and importance of the game and SNZ
 - Be fair, but not overbearing; courteous, but not ingratiating; positive, but never rude; dignified, but never “cocky”; friendly, but not companionable; and calm, but ever alert.
 - 15) It is understood that any breaches of this Code of Conduct may result in disciplinary consequences and follow the processes of natural justice. Consequences can range from receiving a warning, a suspension, a re-grade or removal from the national umpiring programme.