

Baseball New Zealand



Code of Conduct Policy

Umpires

Responsible Executive: CEO

Date Last Revised: 15 June 2020

CODE OF CONDUCT

Purpose

The purpose of this Code of Conduct is to encourage fair, ethical treatment of all persons and organisations that come under the umbrella of Baseball New Zealand. Some sections of the Code will be more applicable to some persons and groups than others.

All persons will agree to abide by the Baseball NZ Code of Conduct and acknowledge that any breach of the Code of Conduct, or any part of it, may result in disciplinary action under the Baseball NZ Constitution, Regulations and Policies.

The following Code of Conduct applies to all Baseball NZ members and persons participating in Baseball NZ activities.

All Members

As a Baseball NZ member and/or participant you should meet the following requirements with regard to your conduct during any Baseball NZ sanctioned activity:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service and performance.
5. Be aware of, and maintain, an uncompromising adherence to, standards, rules, regulations and policies.
6. Operate within the Constitution, Regulations, Policies and Procedures of Baseball NZ and WBSC.
7. Understand the possible consequences of breaching the Baseball NZ Code of Conduct. Immediately report any breaches of Baseball NZ members to the appropriate authority.
8. Comply with any and all applicable national or local legislation. Refrain from any form of abuse towards others.
9. Refrain from using any obscene language.
10. Refrain from any form of harassment towards others.
11. Refrain from any form of discrimination towards others.
12. Refrain from any form of victimisation towards others.
13. Reject corruption, drugs, racism, violence and other dangers to our sport.
14. Promote the interests of baseball.
15. Provide a safe environment for the conduct of activity in accordance with relevant Baseball NZ policy.
16. Show concern and caution towards others who may be sick or injured.
17. Be a positive role model.
18. Do not provide comment to any media, or publish any comment (including on any website), on behalf of Baseball New Zealand or its Associations.
19. Do not speak to any media in a negative way, or publish any negative comment (including on any website) regarding Baseball New Zealand or any of its Associations.
20. Never act in any way that may bring disrepute or disgrace to Baseball NZ members, its stakeholders and/or its sponsors, potential sponsors and/or partners.
21. Do not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with baseball matches and/or baseball results in which you are participating or have been directly involved in.

Baseball New Zealand expects all associations, clubs organisations, employees, members, umpires, scorers, administrators, coaches players volunteers, parents and guardians, supporters, advisors, and associates to abide by the Code of Conduct that upholds the principles and values of the game, the organisation and the Baseball NZ Member Protection Policy. Members should recognise that at all times they have a duty of care to all Baseball NZ members.

Baseball New Zealand also expects all associations, clubs organisations, employees, members, umpires, scorers, administrators, coaches players volunteers, parents and guardians, supporters, advisors, and associates to understand the possible consequences of breaching the Code of Conduct and ensure that they abide by the Code.

What is a breach of this policy?

It is a breach of this policy for any person or organisation bound by this policy to do anything contrary to this policy, including but not limited to:

- a) Breaching the codes relating to behaviour;
- b) Bringing the sport and/or Baseball New Zealand into disrepute, or acting in a manner likely to;
- c) bring the sport and/or Baseball New Zealand into disrepute;
- d) Failing to follow Baseball New Zealand policies (including this policy);
- e) Breaching the procedures for the protection, safety and well-being of children;
- f) Discriminating against, harassing or bullying (including cyber-bullying) any person
- g) Victimising another person for making or supporting a complaint;
- h) Engaging in a sexually inappropriate relationship with a person that he or she supervises, or has influence, authority or power over;
- i) Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- j) Disclosing to any unauthorised person or organisation any Baseball New Zealand information that is of a private, confidential or privileged nature;
- k) Making a complaint that they know to be untrue, vexatious, malicious or improper;
- l) Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this policy;
- m) Failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

Disciplinary measures

Baseball New Zealand may impose disciplinary measures on an individual or organisation for a breach of this policy. Any disciplinary measure imposed will be:

- Fair and reasonable;
- Applied consistent with any contractual and employment rules and requirements;
- Be based on the evidence and information presented and the seriousness of the breach;
- Be determined in accordance with Baseball New Zealand's Constitution, any applicable by-laws, this policy and/or the rules of the sport.

The Baseball New Zealand Umpire Code of Conduct has been developed for all umpires participating in club, regional and national events sanctioned by Baseball New Zealand as well as International Representatives.

An umpire's public behaviour will be closely observed by others as the umpire represents Baseball New Zealand, his Region or Country at special events. Any behaviour that is unlawful or disrespectful to others is a slur on everyone associated with Baseball New Zealand.

If, in the opinion of an Instructor or Coordinator, there is a serious breach of Code of Conduct the umpire will be banned from the remainder of the Championship or program, the Manager for Umpire Development and Region Association notified and the umpire sent home by the first available transport. Any additional expense incurred will be the responsibility of the umpire.

The following Code of Conduct requirements are considered practicable and are within the objectives of Baseball New Zealand:

Code of Conduct:

- Officiate by the competition conditions and rules of the sport and the mechanics taught in the Umpire Development Program
- Verbal abuse towards players, managers, coaches, officials or fans will not be tolerated
- Control your temper - no criticism by words or gesture
- Co-operate with your instructor, coordinator and fellow umpires. Show respect for the participants and their skills
- No drug use of any kind will be tolerated unless prescribed by a licensed physician
- Refrain from profanity at all times
- Be friendly to all participants. Display control and courtesy to all involved within the sport.
- The use of any form of tobacco or alcohol of any description on the field, or while in uniform, is banned
- Any activity likely to result in loss or wilful damage to private property or to cause a disturbance will not be tolerated
- No smoking in the rooms at the tournament, seminars, school and on or around the baseball field
- Make no comments to the media and do not partake in media interviews unless you have Baseball New Zealand approval
- No jewellery (e.g. earrings or studs) at all times
- No eating on the baseball field and drinking shall be limited to water and other soft drink
- Report all injuries to an instructor or coordinator and schedule proper treatment with the physiotherapist when necessary
- No one other than umpire personnel is allowed in umpire's locker rooms unless permission is obtained from an instructor or coordinator
- Fraternising with team personnel, other than at official functions, without approval of the coordinator is prohibited
- Promptness for meetings, training sessions and games is mandatory
- Uniformity and sharpness in proper on-field dress is a must. This applies for seminars and schools as well as games

- Proper off field walkout dress will be worn as designated for flights and functions
- The use of any form of tobacco or alcohol of any description while in walk out dress is banned
- The use of any form of tobacco or alcohol of any description while in the presence or vicinity of underage players is banned
- The wearing of clothing containing the New Zealand Baseball Logo or Insignia in licensed premises, (with the exception of official functions), is banned
- Umpires are responsible for cleaning and maintaining their equipment
- Strict observance and implementation of the Infectious Diseases Policy
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- Adopt responsible behaviour in relation to alcohol and other drugs
- Act with integrity and objectivity, and accept responsibility for your decisions and actions
- Ensure your decisions and actions contribute to a safe environment
- Ensure your decisions and actions contribute to a harassment free environment
- Do not tolerate harmful or abusive behaviours
- Place the safety and welfare of the athletes above all else
- Be consistent and impartial when making decisions
- Address unsporting behaviour and promote respect for all people

Note: In cases where there are breaches of this code of conduct, the breaches can be reported to Baseball New Zealand. If the breach(es) are found proved then the matter(s) will be referred to the appropriate judicial committee for the adjudication of the appropriate penalty.

BASEBALL NEW ZEALAND

UMPIRES CODE OF CONDUCT

I have been provided with a copy of the Baseball New Zealand Umpires Code of Conduct, and I am aware of and fully understand the responsibilities and conditions disclosed. I acknowledge that I am bound by that Code, and that any breaches can be reported to Baseball New Zealand for their deliberation.

Name: _____

Signature: _____

Date: _____