



## OFFICIAL'S CODE OF CONDUCT

In addition to Softball Australia's values and general Code of Conduct, as an official appointed by Softball Australia, a Member State or an affiliated association or club you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Softball Australia, a Member State or an affiliated association or club.

1. Respect the rights, dignity and worth of all people, and refrain from any discriminatory practices against any person regardless of age, gender, ethnic origin, religion or ability.
2. Place the safety and welfare of the players/participants above all else.
3. Be fair and impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Refrain from any form of personal abuse. This includes verbal, physical and emotional abuse.
7. Refrain from any form of sexual harassment. This includes explicit, implicit, verbal and non-verbal sexual harassment.
8. Make a commitment to providing a quality service to softball, to your affiliated club, association and state, and to Softball Australia by continually improving your officiating knowledge and skill.
  - a. Maintain and improve your accreditation
  - b. Seek continual self-improvement through performance appraisal and ongoing education
9. Be professional in your appearance and manner and accept responsibility for your actions.
  - a. Display high standards in language, manner, punctuality, preparation and presentation
  - b. Display control, respect, dignity and professionalism to all involved with softball, including opponents, coaches, officials, umpires, scorers, administrators, the media, parents and spectators
  - c. Encourage others to demonstrate the same qualities
10. Operate within the rules and spirit of the sport.
  - a. Abide by and respect the policies governing softball and sport generally and the organisations and individuals administering those policies
  - b. Reject the use of performance enhancing drugs in sport and abide by the anti-drugs policies of the relevant national and international sporting organisations and government regulatory bodies
11. Value the individual in sport.
12. Do not tolerate acts of aggression.
13. Encourage inclusivity and access to all areas of officiating.
14. Refrain from engaging in any behaviour that is in breach of Softball Australia's Member Protection Policy.



## UMPIRE'S CODE OF ETHICS

The National Umpire Program of Softball Australia Limited (SAL) fosters the belief that responsibility for the ethical conduct of softball in Australia rests equally with umpires, players, administrators, coaches, spectators, the media, educators, parents, governments, and sponsors.

The National Umpire Program promotes the belief that the duty of the umpire is to act as an impartial arbitrator of softball competition and this duty carries with it an obligation to perform with accuracy, consistency, objectivity and the highest sense of integrity.

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

The National Umpire Program assists in promoting these beliefs not only within the softball community but the wider community in general.

In conjunction with the Umpire's Code of Ethics -

***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 to a level of competition beyond their level of competence; and
- they have access to self improvement opportunities.

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## AGREEMENT FORM

Name: \_\_\_\_\_  
[Please use block letters]

Address: \_\_\_\_\_

Accreditation Level: \_\_\_\_\_ Year Attained: \_\_\_\_\_

### DECLARATION:

I have read the Softball Australia Limited (SAL) Officials Code of Conduct and agree to abide by this Code.

\_\_\_\_\_  
[Signature of Umpire]

\_\_\_\_\_  
[Date]