



Ontario Rural Softball Association (“ORSA”)

Code of Conduct Policy – For umpires and Officials

For Umpires and Officials

In addition to the General Code of Conduct, Umpires and Officials will have additional responsibilities to:

- a) maintain and update their knowledge of the rules and rule changes;
- b) not publicly criticize Individuals;
- c) adhere, at all times, to the rules of their international, national and provincial federation and any other organization that has relevant and applicable authority;
- d) place the safety and welfare of competitors, and the fairness of the competition above all else;
- e) strive to provide a fair sporting environment and, at no time, engage in misconduct, Maltreatment or Prohibited Behaviour toward any person on the field of play;
- f) respect the terms of any agreement that they enter with Softball Ontario and O.R.S.A.;
- g) work within the boundaries of their position’s description while supporting the work of other Umpires and Officials;
- h) act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations;
- i) take ownership of actions and decisions made while officiating;
- j) respect the rights, dignity, and worth of all Individuals;
- k) act openly, impartially, professionally, lawfully, and in good faith;
- l) be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- m) respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals;
- n) comply with their obligations under the Screening Policy, including understanding ongoing expectations under the Code and fully cooperating in the screening process;
- o) honour all assignments, unless unable to do so by virtue of illness or personal emergency and, in these cases, inform a supervisor or O.R.S.A. at the earliest possible time;

- p) when writing reports, set out the facts to the best of their knowledge and recollection;
- q) dress in proper attire for officiating.

Retaliation, Retribution or Reprisal

It is a breach of this Code for any Individual or other individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual or other individual from filing, in good faith, a complaint pursuant to any O.R.S.A./Softball Ontario policy.

It is also a breach of the Code for an Individual or other individual to file a complaint for the purpose of retaliation, retribution, or reprisal against any Individual or other individual. Any Individual or other individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

Privacy

The collection, use and disclosure of any personal information pursuant to this policy is subject to O.R.S.A.'s Privacy Policy.

Policy Name: Code of Conduct – Umpires and Officials Policy
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