

The umpires of the Central California Amateur Softball Association are a group of individuals dedicated to the principle of excellence in officiating. To maintain a professional association, each umpire must be committed to the principles of the Code of Conduct listed below. All officials are expected to read, understand and carry out the responsibilities of this Code.

- A. An umpire shall not, prior to or during a contest on the day of the event, consume any alcoholic beverages. Drugs that would impair his/her abilities to properly officiate an event are also prohibited.
- B. An umpire shall know the rules and mechanics of ASA Softball per the current Rule Book, Mechanics Manual and Case Book. He/she shall enforce the rules and exercise authority in an impartial, firm and controlled manner, and must continually strive to improve his/her umpiring capability.
- C. Umpires shall prepare themselves physically and mentally, they shall dress neatly and appropriately, during and from an event, and shall conduct themselves in a manner consistent with the high standards of the officiating profession.
- D. Umpires shall be punctual and professional in the fulfillment of all contractual obligations.
- E. An umpire's uniform shall adhere to the CCASA Umpire's Uniform Policy and be worn appropriately as follows:
 - 1) The uniform shall be clean, neatly pressed and in good condition. Shoes and belt shall be shined.
 - 2) Umpires are encouraged to take pride in their appearance – before, during and after an event.
- F. An umpire shall observe the following policies on the use of any form of tobacco:
 - 1) Use of tobacco at any event shall be restricted to designated areas only.
 - a. At any facility, tobacco use shall be away from the playing field, players, coaches, fans and other umpires and/or officials. Tobacco use shall be done, when possible, out of uniform.
- G. An umpire shall not openly criticize another Association member at any time, (except in private, for the purpose of aiding or evaluating an umpire).
- H. Every umpire of CCASA is invited to accept the assignments they are given on behalf of CCASA sanctioned tournaments, CCASA sponsored events and CCASA certified leagues. It is understood that each umpire accepts his/her assignments as an individual, independent contractor, and a sports official in good standing with the CCASA. The acceptance of any assignment as an independent contractor, as such, does not subject each umpire to workers compensation statutes. If an umpire accepts an assignment, it is as an independent contractor. An umpire shall not cancel an assignment, except for reasons acceptable to CCASA, its' delegated staff or tournament UICs.
- I. An umpire shall not solicit any assignment from any other ASA Association. Proper protocol is to be followed when requesting contact with other Associations. Contact is made by the CCASA UIC or designate. (See Section 14.4)
- J. An umpire shall not accept any assignment outside of CCASA without first getting clearance from the CCASA UIC or his designate. All CCASA assignments and responsibilities shall always take first priority.
- K. Before accepting any assignment, an umpire must register as an ASA official. If an umpire is registered on the day of an event, an additional \$10 administrative fee will be levied in addition to the normal registration. Any umpire who falsely claims to be registered will be subject to disciplinary action. Any CCASA Assignor, Tournament UIC, or any other party who allows an umpire to work without verifying that the official is registered shall also face disciplinary action.
- L. An umpire shall not make false or misleading statements regarding their qualifications, rating, credential, experience, training, or competence.
- M. An umpire shall avoid any situation that may lead to a conflict of interest, either real or apparent. Any relationship with a team that can compromise the perceived impartiality of umpiring must be avoided.
- N. An umpire shall consider sacred, the issues discussed by all CCASA officials during official and unofficial meeting(s).
- O. An umpire shall work with each other and their governing bodies in a constructive and cooperative manner.
- P. An umpire shall make certain their moral conduct is above reproach, at all times.
- Q. An umpire shall not give any information that might be used by a team's future opponent, nor partake in social visits with any player, coach, team or spectator during the timeout of a contest.
- R. An umpire shall not be party to actions designed to unfairly limit or restrain access to umpiring, umpiring assignments or to Association membership. This includes, but is not limited to, selection for positions of leadership based upon economic factors, race, creed, color, age, sex, sexual orientation, physical handicap, country or national origin.

Umpires not adhering to the above principles of this **Code of Conduct** will be subject to disciplinary action in accordance with the procedures outlined in the CCASA Bylaws and the CCASA Umpire Policies and Procedures Manual. Strict due process procedures shall be utilized in the handling of any offense by any CCASA umpire. If an umpire is found in violation of the above, the following disciplinary actions may be imposed:

- **Reprimand**
- **Suspension**
- **Probation**
- **Termination**

Agreement

(CCASA Copy)

In order to be registered by the CCASA, the umpire must sign this agreement:

I have read the Code of Conduct and understand all the criteria. My signature below attests to my willingness to comply and submit to potential disciplinary actions, after due process. I acknowledge my independent contractor status is year-to-year, beginning with Central California Amateur Softball Association's acceptance of my dues payment and terminating after the last CCASA-sanctioned event. **I understand that CCASA may perform a background check and I agree to allow this.**

The following is required to be filled out completely before membership is granted.

Replying "yes" does not necessarily mean rejection; however, a private disclosure of the nature of the charges must be arranged with the CCASA Commissioner prior to being given any assignment. **Any reply of "yes" requires written explanation below.**

Have you ever been charged with a misdemeanor or felony? **If YES, explain below**..... Yes No

Have you ever been convicted of a misdemeanor or felony? **If YES, explain below** Yes No

Have you ever plead guilty or no lo contendere for any offense in any court of law in the U.S. or elsewhere? Yes No

Have you ever been arrested for, or voluntarily resigned or been removed from a position of authority as a result of charges of dishonesty, moral turpitude or assault? Yes No

Umpire name (please print **NEATLY**) _____

Home Phone # _____

Umpire Signature _____

Date _____

If umpire is under 18 years of age:

Parent/Guardian Signature _____

Date _____

If you marked YES on any of the above questions, please explain here: _____

Copy of this form will be maintained at the Central California ASA Office.