



ETHICS
EXPECTATIONS
CODE OF CONDUCT

“Being worthy of the role”

Beliefs, Responsibilities and Ethical standards

When acting as an official the duty carries with it an obligation to impartially perform with accuracy, fairness and objectivity through an overriding sense of integrity.

Although, all cricket umpires and scorers work as amateur officials, it is vital that every official approach each assignment in a professional manner. Because of their authority and autonomy, officials must have a high degree of commitment and expertise. The VCU&SA believes these facts impose on its umpires, the higher ethical standard by which true professionals are judged.

By choosing to umpire or score with the VCU&SA, you have inherently accepted the responsibilities that go with that commitment.

Quality officiating plays a vital role in player development and in the public image of the VCU&SA and the sport. It is important that all who choose to officiate with the VCU&SA be part of this commitment and aspire to do their best to enhance a positive image of the organization and the sport.

Every time an umpire and scorer wears the uniform it says *'I am a representative of the VCU&SA'*, and we must be seen to maintain the highest standards in everything we are seen to do.

OUR PHILOSOPHY

As umpires and scorers we are an integral part of the cricket community, working with other stakeholders to provide a positive cricket experience for all participants.

We believe:

- That every VCU&SA official 'on-field' in all competitions, as spectators at a field and at any Cricket gatherings away from the field of play should demonstrate the highest standards of ethics, behavior, sportsmanship and promote the development of good character and other valued life skills.
- That every official has the opportunity to perform at the highest level at which they are capable.
- That, to achieve this, all umpires and scorers will demonstrate a commitment to their personal development.
- That all officials are committed to the six core principles of:
 - Trustworthiness - involves integrity and honesty
 - Respect - displaying sportsmanship to all participants
 - Responsibility - being accountable and prepared
 - Fairness - making sure that everyone is treated equally
 - Caring - showing compassion for every persons role
 - Sportsmanship - playing by the rules.

YOUR RIGHTS

As an official operating on behalf of the VCU&SA you have the right to expect that:

- Your health and safety are paramount
 - You will be treated with respect, openness and any matters concerning you will be kept confidential.
 - You will be appointed to a level of competition appropriate to your level of competence
- You will have access to training and self-improvement opportunities.

OUR THEME

Individual umpires who wear the VCU&SA uniform, will demonstrate that they are part of the collective officiating body by:

- Following the VCU&SA Code of Ethics, being professional in all of their actions, having the utmost integrity and possessing an individual quest for excellence in preparation and performance.
- Being a positive part of the officials' community, sharing and growing together for the betterment of umpiring, scoring and cricket
- Being part of the education process by which everyone can gain through the sharing of experiences, enforcing rules in a consistent manner and working to enhance the sporting experience for all.

OUR MISSION

- To provide trained and accredited umpires and scorers for all matches in each competition in the Province of BC.
- To provide the highest quality standard of umpiring and scoring possible, for each level of BC cricket, by individuals who are appropriately trained and prepared.
- To be recognized as the Province that produces the best umpires for the national and international umpiring environment.

In striving to achieve this, it is expected that all officials will have in place an individual plan by which they can demonstrate their commitment to their personal and professional development. This plan should be made available to the VCU&SA trainer on request for evaluation and becomes an integral factor in the determining the official's progress.

To achieve this and to support individuals to achieve their goals, the VCU&SA will:

- Establish recruitment strategies to encourage & recruit interested men and women to become umpires and scorers to increase the body of officials available each week.
- Provide training programs that develop the individual's understanding of the Laws of Cricket, Playing Conditions for all competitions and specific technical training in best practice field craft.
- Encourage observation of the 'Spirit of Cricket', sportsmanship, fair play and ethical standards on all occasions. This involves reporting to the British Columbia Mainland Cricket League Protest and Disciplinary committee / BCMCL P&D committee.
- Recognize achievement and development by the promotion of individuals along a recognized pathway.

VCU&SA CODE OF ETHICS

The VCU&SA is entrusted with the development of officials from when they enter the sport to the National and International level for those who achieve the highest level of recognition. This process requires that officials at all levels be independent, impartial and responsible to the people they serve. The official is appointed to carry out the roles and responsibilities as identified by the Governing Body of Cricket (BCMCL, Cricket BC or Cricket Canada)

The official should at all times follow the directions of the VCU&SA executive committee or any created committee by the President/executive committee (governing body) especially in the area of maintaining standards of the game.

Violation, by an official, of the Code of Ethics may result in sanctions by the Governing Body of local Cricket and/or the Vancouver Cricket Umpires and Scorers Association.

A VCU&SA OFFICIAL SHALL:

- When on-field will place the welfare of the individual player above all other consideration. · Maintain confidence and control at all times when in the assigned role.
- Devote time, thought and study to improving one's understanding of the Laws, Playing Conditions and craft to provide an effective and creditable performance in a fair and unbiased manner.
- Work with fellow officials and the VCU&SA and the governing bodies in a spirit of harmony and cooperation for the betterment of cricket.
- Resist every temptation and outside pressure to use one's position to benefit oneself.
- Under all circumstance avoid promoting the special interest of any person or group other than the sport we serve.
- Always act in a dignified manner in all personal conduct with players, coaches, club officials, representatives of the Governing Body and the public whilst acting as an official.
- Be prepared both physically and mentally, dress according to expectations and maintain a proper appearance befitting the importance of the event.
- Not make public comments or statements that is critical of any stakeholder in the sport. ·

Not smoke in the vicinity of the playing area.

- Not present yourself in public in an intoxicated state.
- Bear responsibility to act in a manner becoming of a professional person. The conduct of the official influences the public attitude towards the sport, VCU&SA and the official.

GUIDELINES FOR VCU&SA OFFICIALS

Individual officials must take responsibility for all of their actions and be ultimately responsible for their own progress. Whilst others may decide on your progress it is the individual who has control over their improvement.

Set yourself up for success.

The official who waits for success to come their way will be passed by others who lead change. As the official, what makes you stand out?

When an appointment for higher duties was made, ask yourself; why was that person chosen ahead of me?

Your credibility as an official is determined by your understanding of the game and your technical ability to manage or accurately record the match. The successful official demonstrates best practice communication/recording skills and develops a professional working relationship with all stakeholders.

“The man at the top of the mountain did not fall there” - Vince Lombardi

Keep in mind that all umpires will make mistakes. Never attempt to correct a bad decision with another one in order to be fair. If you have made a mistake and realize it, correct it immediately, particularly if your colleague points it out to you quickly.

Umpires and Scorers are not responsible for the behaviour of the players. They are present at the game to ensure that the game is played in the spirit of the game and within the laws governing it. In the unfortunate event that you witness player misbehavior or any other matter that you feel should be brought to the attention of the BCMCL P&D committee / governing body, you are obligated to report it as soon as possible. For all disciplinary issues, player's code of conduct from BCMCL will be applied.

CODE OF CONDUCT FOR OFFICIALS

All VCU&SA umpires & scorers:

1. Shall accept responsibility for all actions taken with respect to the game of cricket.
2. Bear a responsibility for promoting a positive public image of the VCU&SA and the sport. Must never say or do anything to endanger the respect given to their position, the laws of the game or the esteem of the VCU&SA.
3. Shall prepare themselves both physically and mentally; shall dress neatly and appropriately before, during and after an event and shall conduct themselves in a manner consistent with the high standards of the profession.
4. All umpires & scorers need to have first-class eyesight & acute hearing. Any aids used must bring you up to excellent condition. Umpires & scorers must have excellent ability to concentrate long hours. It is your duty to ensure that you are in appropriate physical condition for your task. You will inform the VCU&SA executive committee of any conditions that may prevent you from officiating. Repeated complaints / concerns by a club will be investigated by the disciplinary committee.
5. Will respect the basic tenets of history, integrity, neutrality, respect, sensitivity, professionalism, discretion and tactfulness.
6. Shall be impartial and fair in all deliberations & records.
7. Shall uphold the traditions, etiquette and dignity of cricket.

8. Shall master the Laws of Cricket and the mechanics to enforce the Laws in an impartial, firm, accurate and controlled manner.
9. Shall display and execute superior communication skills, both verbal and non-verbal.
10. Must avoid conflicts of interest both real and perceived.
11. Shall encourage inclusivity and access for all.
12. Refrain from any form of personal abuse towards players and or colleagues.
13. Never discuss the decisions made by your colleagues with other players. Respect the decisions the colleague makes when watching the game as a spectator.
14. Shall be punctual (Umpires and Scorers arrive at all games at least 45 minutes before the scheduled start.) and must be professional in the fulfilment of their duties.
15. Shall work with each other and the governing body in a constructive and cooperative manner.
16. Must not make false or misleading statements in regard to any matter arising from their officiating.
17. Must not say or do anything that lowers the stature given to officials in the game or the esteem of other officials.
18. Maintain absolute patience and composure at all times and against all odds. They must never show their feelings about the game or players by word or gesture.

DRESS CODE FOR VCUSA OFFICIALS

For Umpires:

- a) Black dress trousers or skirt & closed shoes
(Note: no blue jeans, track or sweat pants, cargo pants, and no sandals)
- b) Light blue VCU&SA Shirt/Jacket with logo.
- c) If wearing a hat, it must be the VUC&SA black hat with logo

For Scorers:

- a) Light blue VCU&SA Shirt/Jacket with logo.
- b) If wearing a hat, it must be the VUC&SA black hat with logo

CELL PHONE PROTOCOL FOR VCU&SA UMPIRES

All on-field VCU&SA umpires are required to turn off all Cellphone or equal communicating devices that are not required for the conduct of a Cricket match. If not turned off, they should be on silent mode. If you are using a cell phone instead of a watch to keep time, the spectators and players are not necessarily aware of that and it could be perceived that you are checking messages while play is in progress.

You may check for emergency messages during 'drinks' or 'Innings' breaks. If you do have to leave the field in response to an emergency message, let your colleague know what has happened & he will obtain a replacement umpire following the Laws of Cricket. You are responsible to ensure that your Cellphone activity does not interrupt a play.

Failure to follow the above VCU&SA code, once verified, will mean loss of match fee for the game. VCU&SA Executive / Disciplinary committee reserves the right not to assign further games until compliance is agreed upon.

DISCIPLINE PROCESS

The Local Umpires' and Scorers' Discipline Committee shall be an impartial committee that will meet and make judgment about WRITTEN reports of violation of this CODE OF CONDUCT FOR UMPIRES & SCORERS by any of its members, which are sent to the secretary of the VCU&SA.

The Discipline Committee shall consist of:

- a) The President of the Umpires & Scorers Association or nominee - Chairperson.
- b) 2 active members of the VCU&SA with 5+ years' experience as chosen by the VCU&SA Executive body.

The committee will meet (in person or by any other agreeable communication method) within 7 days of receipt of a WRITTEN REPORT - ex on Stat Sheet or Umpires Assessment form etc. (Fax or E-mail - OK) sent to the Local League Secretary & VCU&SA Secretary.

The VCU&SA secretary will upon receipt of a report, immediately inform the reported member by phone call & e-mail/fax, of the details of the charge and the date of the meeting AT WHICH THE MEMBER MAY DEFEND HIM/HERSELF.

After adequate hearing and verification of facts, the committee will decide on action:

- a) Exoneration
- b) Reprimand
- c) Fine - match fee etc.
- d) Suspension
- e) Expulsion

The committee will not deal with judgement calls by umpires such as LBW, caught behind, no-ball etc. The committee will deal with errors about the Law, made by a member.

The committee will deal with Local League & Umpires/Scorers or particular Governing Body code (behaviour) violations by our members.

Written match reports by both umpires and both captains at the match will be vital to the process and differences may be resolved by phone calls made from meetings. The captains or umpires report must identify the complainant/s, if different from themselves. There must be no anonymity of the complainant.

Any suspensions/penalties and expulsions may be appealed by E-mail or Fax within 48hrs of written notification of the suspension by the president of umpires/scorers association.

APPEALS

Appeals are made to the Secretary of the umpires/scorers association.

The Appeal Committee is the Executive of the VCU&SA (President, Vice President, Secretary, Treasurer & 1 other senior member not on the Discipline committee. This committee shall meet, in person, via fax or email within 7 days of receipt of written appeal.

In order for natural justice to prevail, those that sit on the appeal committee shall be different from those on the Discipline Committee. Furthermore, anyone with some perceived association with the reported individual should dissociate him/herself from any of the committees above.

The decision of the Appeals Committee will be binding and final.