



Southern Counties Hockey Umpire's Association Code of Conduct and Discipline Procedures

This document sets out the expected minimum standards of behaviour and conduct for all SCHUA members.

Members should at all times, whether umpiring, playing, coaching or spectating, conduct themselves in accordance with the EHB Code of Ethics and Behaviour. This includes:

1. Respecting the spirit of fair play in hockey by
 - a. Encouraging both teams to play within the Rules and the spirit of the game;
 - b. Being honest, consistent, objective, impartial and courteous when applying the Rules of the game.
 - c. Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.

2. Respecting the rights, dignity and worth of others through
 - a. Respecting umpires, officials, coaches, players and spectators;
 - b. Showing patience and understanding towards those who may be learning the game;
 - c. Never publicly expressing any criticism of umpires or officials such as match officials and technical officers;
 - d. Never using foul, sexist, abusive, racist or any prejudicial language or tolerating it from players, team officials, spectators or parents;
 - e. Never using inappropriate language or gestures.

3. Conducting themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others by
 - a. Having regard to protecting the players through the application of the Rules of the game;
 - b. Never participating when under the influence of alcohol or drugs;
 - c. Protecting others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

4. Promoting the reputation of the sport and SCHUA, taking all steps to prevent either from being brought into disrepute

5. Taking personal responsibility to ensure that they are suitably insured for their activities.

Discipline

- Umpires are required to observe the Code of Conduct, failure to do so will result in disciplinary action being taken by the Association.
- The Secretary shall, following written or verbal complaint(s) concerning members' conduct, investigate the complaint(s) and, if appropriate, refer the matter to a Discipline sub-committee. The Secretary may recommend to the sub-committee the penalty considered appropriate to the offence(s). The member(s) concerned shall be notified in writing of the complaint(s) and, if the matter is to be considered by a Discipline sub-committee, the date, time and place of the hearing.
- The Discipline sub-committee shall comprise 3 members of the Association appointed for the purpose by the Management Committee. It may impose any penalty that it considers appropriate including but not limited to, verbal warnings as to future conduct, levying fines, suspending the member(s) for periods considered relevant, or expelling the member(s) from the Association. The Secretary shall inform the appellant(s) in writing of the decision(s) of the Discipline sub-committee.
- A member may appeal any decision of the Discipline sub-committee to an Appeals sub-committee comprising 3 members of the Management Committee who were not themselves members of the Discipline sub-committee. The appeal must be submitted in writing to the Secretary within 7 days of the date of notification of the Discipline sub-committee's decision. The Appeals sub-committee shall have power to confirm, reduce, increase or annul any penalty previously imposed.
- No action should be taken following any decision of the Discipline sub-committee until such time as any appeal has been decided upon by the Appeals sub-committee.

Good Practice

In addition, umpires should always:

- Umpire to the best of their ability, fairly and with a sense of justice, whilst recognising that no umpire can be perfect;
- Ensure that they are physically and mentally fit to umpire;
- Keep themselves up to date with current Rules, interpretations and guidance;
- Take responsibility for developing their umpiring skills;
- Encourage and assist others in developing umpiring skills;
- React positively and respectfully to coaching/guidance/feedback provided by an appointed coach or assessor;
- Make every effort to attend South Day and other events arranged by SCHUA;
- Always turn up to a game in good time;
- Wear Association uniform;
- Conduct themselves in a professional manner at all times;
- Act as a team with their colleague before, during and after a match;
- Avoid confrontation with players, managers, coaches or spectators during or after the game;
- Be prepared to discuss aspects of the match afterwards, with the teams, in a non-confrontational manner;
- If it is necessary to withdraw from an appointment at any time, ensure that this is done by speaking to the Appointments Secretary rather than sending an email/text/leaving a message;
- Ensure that they are aware of the EH Code of Discipline, which should be followed as appropriate – SCHUA will only be able to support members' complaints against clubs, players, coaches, officials or spectators if the relevant steps have been taken according to the Rules of Hockey and Discipline Regulations.