



## CODE OF ETHICS

### BACKGROUND AND INTRODUCTION

Northwest Association of Umpires, Ltd. (NWUA), as part of an overall commitment to professionalism, believes our umpires act as impartial judges of baseball as we interpret and administer rules of baseball with neither passion nor prejudice. We believe this duty carries with it an obligation to perform with accuracy, fairness and objectivity with an underpinning foundation and overriding sense of integrity.

Albeit the vast majority of baseball games we officiate are played by amateur athletes, it is vital that our umpires approach each and every assignment in a professional manner. Because of the authority and to a very large degree, autonomy, NWUA umpires have the highest possible degree of commitment and expertise. NWUA believes the aforementioned facts impose on our umpires the highest ethical standards by which true professionals are judged.

NWUA Umpires who are “professionals” voluntarily observe a higher level of conduct, not due to fear of penalty, but rather out of personal character. We accept responsibilities for our actions. This conduct has at its core a deep sense of deep moral values and use of reasonableness which substantiates the belief a given conduct is proper simply because it is.

### PURPOSE

NWUA, Ltd. believes the integrity of our organization rests in the largest degree on the integrity and ethical conduct of our umpires, mentors and board members. This integrity and conduct are the very basis of the future well-being and effectiveness in achieving the NWUA Mission.

The purpose of the Northwest Association of Umpires, Ltd., Code of Ethics, is summarized via the following two (2) tenets:

- I. To provide our umpires a meaningful set of guidelines for their professional conduct and to provide with mutually understood and accepted standards of ethical practices; and
- II. To provide NWUA Clients and in a more general sense the game of baseball with these same guidelines for their edifications and considerations, and some criteria by which to judge our actions and umpire performance as “professionals”.

NWUA has adopted this Code and in so doing give notice that we recognize the need to foster, preserve and encourage confidence in the professionalism of baseball umpiring. NWUA shall, by programs of education, training, mentoring, evaluation and other proper means encourage and embrace the implementation of the articles heretofore.

*“Respecting the Game since 1921”*

To these ends, NWAU, Ltd. declares and adopts the following Code:

- I. NWAU, Ltd. Umpires must be free of any obligation to any interest other than the impartial and fair officiating of baseball. Unequivocally, game decisions which are slanted by personal bias are dishonest and unacceptable.
- II. NWAU, Ltd. Umpires recognize that anything which may lead to a conflict of interest, whether real or apparent must be avoided. Gifts, favors, special treatment, privileges, employment or a personal relationship with a school or team which can compromise the perceived impartiality of officiating must be avoided.
- III. NWAU, Ltd. Umpires have an obligation to treat other officials with professional dignity and courtesy and recognize that it is improper to criticize other officials publicly.
- IV. NWAU, Ltd. Umpires have a responsibility to continuously seek self-improvement through study of the game, rules, mechanics and game-management techniques. We shall not misrepresent our qualifications and abilities when requesting or accepting game assignments.
- V. NWAU, Ltd. Umpires shall protect the participants from improper conduct and shall attempt to eliminate from the umpiring profession all practices which bring discredit to it.
- VI. NWAU, Ltd. Umpires shall not be party to actions designed to unfairly limit or restrain access to umpiring, umpiring assignments or association memberships. This includes selection for positions of leadership based upon economic factors, race, creed, color, age, ethnic origin, gender or physical handicap.
- VII. NWAU, Ltd. Umpires shall put forth our very best effort to manage all aspects of baseball as prescribed by NWAU protocol to specifically include; achieving and maintaining proper certification, e.g., MSHSL, CBUA, etc., attending meetings and clinics, availability to assignor (and proper use of Arbiter), pre-game communication, punctuality to game sites, rules applications and post-game requirements.

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