

OTAGO HOCKEY UMPIRES' CODE OF CONDUCT

Otago Hockey Umpires should do nothing, through their actions or words, which is likely to bring Otago Hockey Umpires or the Otago Hockey Association into disrepute.

Otago Hockey Umpires shall:

- Keep themselves up-to-date with the Rules, their interpretations and guidance
- Umpire to the best of their ability, fairly and with a sense of justice
- Remain neutral and impartial while umpiring
- Support their colleagues during and after the game
- Respect, protect and encourage playing skills
- Eliminate unsafe and dangerous play
- Work to build rapport with players

Otago Hockey Umpires shall not:

- Criticize a colleague in front of players, team officials or spectators
- Swear at or demean a colleague, player, team official or spectator
- Harass, assault or act inappropriately towards a colleague, player, team official or spectator
- Demean a colleague, player, team official, team, club or spectators on a public website

Otago Hockey Umpires will show a proficient approach by:

- Arriving in good time for a match
- Wearing the appropriate clothing to the match
- Bringing the appropriate equipment to the match
- Discussing with their colleague(s) the conduct of the match
- Warming up
- Introducing themselves to team captains
- Meeting their colleague(s) for half-time discussion
- Leaving the field together
- Avoiding any post-match confrontation with players, managers, coaches or spectators
- Being prepared to discuss aspects of the match with the teams and team officials in a non-confrontational manner
- Being willing to take development opportunities offered to them

When playing, managing or coaching, Otago Hockey Umpires shall:

- Abide by the spirit and letter of the Rules
- Support the principles of fair play and abide by the umpires' decisions

All concerns should be promptly reported to the Umpires' Committee Chair or your Mentor

OTAGO HOCKEY UMPIRES' COMPLAINTS PROCEDURE

- 1) All complaints received about an Umpire shall be directed to the Umpires' Committee Chair ("the Chair").
- 2) The Chair will decide whether the complaint is:
 - a) **Vexatious**, in which case the Chair MAY:
 - i) Take no action.
 - b) **Minor**, in which case the Chair MAY:
 - i) Take no action; or
 - ii) Discuss the complaint with Umpire and/or their Mentor.
 - c) **Reasonable**, in which case the Chair SHALL:
 - i) Discuss the complaint with Umpire and/or their Mentor; and MAY:
 - ii) Require the Umpire to undertake extra training; and/or
 - iii) Discuss the level the Umpire umpires with the Appointments Manager.
 - d) **Serious**, in which case the Chair SHALL:
 - i) Call a Complaint Hearing.
- 3) A Complaint Hearing SHALL:
 - a) Be heard by a Complaints Committee composed of the Chair, one (1) member of Match Committee and one (1) other member of the Umpires' Committee;
 - b) Be heard within ten (10) days of the Chair receiving the complaint;
 - c) Be heard in private.
- 4) The Complaints Committee SHALL:
 - a) Decide, on the balance of probabilities, whether the conduct, action(s) or incident(s) alleged in the complaint occurred.
 - i) IF the Complaints Committee finds that the conduct, action(s) or incident(s) alleged in the complaint did not occur, the Complaints Committee SHALL:
 - (1) Dismiss the complaint with prejudice.
 - ii) IF the Complaints Committee finds that the conduct, action(s) or incident(s) alleged in the complaint did occur, the Complaints Committee MAY:
 - (1) Take no action; or
 - (2) Require the Umpire to undertake extra training; and/or
 - (3) Make a recommendation to the Appointments Manager; and/or
 - (4) Suspend the Umpire from umpiring for a period of time or indefinitely.
 - b) If a Complaint Hearing is unable to be convened before the next round of matches:
 - i) The Chair SHALL take no action; and
 - ii) The Appointments Manager SHALL ATTEMPT to avoid appointing the Umpire to a match involving the Complainant.
- 5) The Umpire has the right to:

- a) Attend the Complaint Hearing;
 - b) Be represented;
 - c) Have a support person present;
 - d) Be given three (3) days written notice of the Complaint Hearing, such notice SHALL include:
 - i) The date, time and location of the Complaint Hearing;
 - ii) A copy of the complaint;
 - iii) A copy of the Otago Hockey Umpires' Code of Conduct;
 - iv) A copy of the Otago Hockey Umpires' Complaints Procedure;
 - e) Appeal the decision of the Chair or the Complaints Committee.
- 6)** Subject to section 5, EXCEPT by order of the Complaints Committee, no Complainant or any other party has the right to:
- a) Attend any Complaints Hearing;
 - b) Be informed of the outcome of any complaint.
- 7)** The right of appeal in all cases shall be to the Executive Committee of the Otago Hockey Association (1990) Inc ("the Board").
- a) The Board may delegate its power to hear appeals to a subcommittee of not less than three (3) of its members.
 - b) No person who was a Complainant or a member of the Complaints Committee may hear the appeal.
 - c) The appeal shall be heard at the next regular meeting of the Board, or at an earlier meeting of the Board or subcommittee called by the President for that purpose.
 - d) In hearing an appeal of a decision of the Chair under section 2, the Board or its subcommittee shall have all the powers and duties of the Chair contained in section 2.
 - e) In hearing an appeal of a decision of the Complaints Committee:
 - i) The appeal shall be in the form of a hearing de novo;
 - ii) The Board or its subcommittee shall have all the powers and duties of the Complaints Committee contained in section 4.
 - f) The decision of the Board or its subcommittee shall be final.
- 8)** Suspensions under this Code of Conduct and Complaints Procedure shall apply only to Otago Hockey Association matches, HOWEVER the Chair MAY communicate the findings and recommendations of any Complaints Hearing to Hockey New Zealand.
- 9)** If the Chair is the Umpire complained about, the Mentoring Manager and Appointments Manager SHALL JOINTLY:
- a) Exercise the Chair's powers and duties contained in section 2; and
 - b) If necessary, appoint either of themselves or a member of the Umpires' Committee to chair a Complaints Committee.