

Europe Netball Code of Conduct for the Officiating Workforce and Umpires

Europe Netball is committed to creating and ensuring a safe, positive and respectful environment for the Officiating workforce and umpires. This Code of Conduct is designed to give clear guidance on the standards of behaviour all Officiating participants are expected to observe. The Officiating workforce and umpires are role models who are in a unique position of influence and must adhere to behaviour that sets a good example and aligns to the Europe Netball core values and ethos. As a member of the Europe Netball Officiating community, each participant is responsible for maintaining their reputation and the reputation of Europe Netball which plays an essential role in implementing and upholding this Code of Conduct.

All members of the Officiating workforce and umpires must be currently affiliated to a Europe Netball Member Country. Acceptance of an appointment on behalf of Europe Netball Officiating is deemed to be in agreement with this Code of Conduct and all personnel appointed will be required to sign and return a copy of this document.

Code of Conduct

All participants will:

- **Be excellent role models:** All participants must behave in a fair, positive, and respectful manner, upholding the core values and ethos of Europe Netball whilst demonstrating an empathy and understanding of the cultural differences of the Europe Netball community. At all times members of the Officiating workforce and the umpires must operate as excellent ambassadors for Europe Netball, promoting the reputation of the sport, including World Netball, and take all possible steps to prevent the game from being brought into disrepute. They should not undertake their role under the influence of any drugs or alcohol.
- **Be professional and trustworthy:** All participants should respect confidentiality and should be punctual, prepared and organised for all appointments. All participants should adhere to any dress codes that are applied to any Europe Netball event and should always dress in a manner that is appropriate to the professional role they are undertaking. They should set and uphold boundaries between working relationships and friendships when performing their role on behalf of Europe Netball.
- **Behave with honesty and integrity:** No participant should place themselves under any obligation to outside individuals or organisations that may influence their performance during official duties. While carrying out their appointed role, they should demonstrate behaviour that always supports the integrity of Europe Netball. Conflicts of interest should be declared as soon as they become evident. Appropriate action must be taken to resolve any conflicts in a manner that protects the participants and the integrity of Europe Netball.

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- **Be accountable:** All participants are accountable to Europe Netball and the Member Countries for their decisions and actions and are subject to the scrutiny necessary to ensure this.
- **Be objective and impartial:** All participants should make choices and decisions based solely on participant performance and in the interests of the members of Europe Netball. Decisions should not be influenced by any perceived personal benefit, whether financial or other.
- **Be open and transparent:** All participants should ensure that decisions and actions have a clear rationale and follow a defined and transparent process that is available for all members.
- **Respect the rights, dignity and worth of others:** The Europe Netball Officiating workforce and umpires should respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion. The Europe Netball Officiating workforce and umpires should never publicly express criticism of the players, coaches, learners, other umpires, match officials or spectators. They must demonstrate an empathetic, patient and flexible approach to their role which shows an understanding and appreciation of the needs of all participants.
- **Be responsible and aware of the need to safeguard yourself and others:** All participants should conduct themselves in a manner that takes all reasonable measures to protect themselves and others. All members of the Officiating workforce and umpires must read and understand the Europe Netball safeguarding guidelines before carrying out their appointed role and should conduct themselves within the Europe Netball guidelines for safeguarding and protecting children: <https://www.europenetball.com/officiating-policies>
- **Be aware of the need to comply with health and safety guidelines and regulations:** Participants should always ensure the safety and wellbeing of everyone within the Europe Netball community.
- **Be responsible when using information or digital technology:** All participants should exercise caution and be aware of the risks to themselves and others when using digital technology. They should not post material without the consent of Europe Netball, the Member Country and those involved in an event without their permission, nor engage in the inappropriate use of social media that may harm or cause offence to others or bring Europe Netball into disrepute. All appointed personnel should familiarise themselves with the Europe Netball social media guidelines: <https://www.europenetball.com/officiating-policies> All presentations made, and resources utilised while operating in a role on behalf of Europe Netball, should be professional and produced on Europe Netball branded templates.

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This document should be read in conjunction with the Europe Netball Officiating Workforce and Umpire Deployment Criteria. All participants should comply fully with the requirements of other policies and regulations currently in force and issued by:

- a) Europe Netball
- b) World Netball, including Anti-Doping and Equal Opportunities
- c) The Member Country of appointment

All personnel who are appointed on behalf of Europe Netball are obliged to adhere to Europe Netball's Code of Conduct, policies, procedures and guidelines which can be seen on the Europe Netball website: <https://www.europenetball.com/officiating-policies>

Breaches in standards and expectations will always be taken very seriously. Any failure to comply may result in disciplinary action and the individual involved being withdrawn from an event and could also impact on any future appointments.

I confirm I have read and agree to comply with the Europe Netball Code of Conduct and all other Policies, Codes and Rules and Regulations mentioned in this document.

NAME:

ROLE:

SIGNATURE:

DATE:

Return the completed, signed declaration to the Europe Netball Deployment Lead. Please indicate at the time of your return if you do not wish the Europe Netball Deployment Lead to retain this confirmation for any future appointments.

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