

Code of Conduct for CU in MI Judges

Preamble

- Creativity Unlimited in Michigan (CU in MI) requires that all tournament judges and officials observe the highest standards of professional ethics. One of the goals of CU in MI is to have a fair competition conducted by the judging team.
- The code presents guidelines for judge conduct and outlines the obligations of CU in MI judges.
- Ethical conduct is not a passive process, but requires you to make conscious choices and decisions. A few basic guidelines to keep in mind:
 - Always act honestly, consistently, and impartially when carrying out your duties.
 - Avoid outside activities that could reasonably be perceived as a conflict of interest.
 - Always treat others in a courteous and professional manner regardless of their gender, ability, or cultural background.

Basic Standard of Conduct

- As a CU in MI judge, you are expected to observe the highest standards of ethical conduct, consistent with the values of integrity and impartiality. You should strive to avoid even the appearance of impropriety in your conduct.
 - **Integrity:** You are expected to act with integrity in all your official activities, avoiding any behavior that would reflect adversely on you or on CU in MI.
 - **Impartiality:** You are expected to act with impartiality. You should take care that your expression of personal views and convictions does not compromise or appear to compromise the performance of your official duties or the interests of CU in MI. Your official conduct must at all times be characterized by objectivity and professionalism. You should not allow personal relationships or considerations, including bias or favoritism, to influence the performance of your official duties and you should avoid situations that create a conflict of interest or the appearance of a conflict of interest.

Conduct Within CU in MI

- The basic values of impartiality and integrity should govern all aspects of your judging.
 - **Courtesy and Respect:** You should treat all judges, problem captains, tournament directors, volunteers, coaches, and team members with courtesy and respect, without harassment or abuse. You should at all times avoid behavior that may create an atmosphere of hostility or intimidation.
 - **Accountability:** You must act within the guidelines of your training at all times.
 - **Conflict Resolution:** Head Judge, Problem Captains and tournament directors have a responsibility to make themselves available to judges who may wish to raise concerns in confidence and to deal with such situations in an impartial and sensitive manner. Judges may only raise their concerns by following the “chain of command” – Head Judge, Problem Captain, then Tournament Director. It is **not** appropriate to discuss these issues with the judging team, any competing teams, or coaches.
 - **Problem Judging:** Judges are to judge their problem to the best of their ability following the judging procedures laid out by their Problem Captain. Any questions regarding judging procedures are to be directed only to their Problem Captain. It is imperative that judging teams are consistent in their understanding and application of problem procedures.

Conflicts of Interest

- You should avoid any situation involving a conflict, or the appearance of a conflict, between your personal interests and performance of your official duties.
- If a potential conflict exists, you should make prompt and full disclosure to your problem captain and seek his or her views as to whether you should excuse yourself from the situation that is creating the conflict or the appearance of conflict.
- Although positive feedback is always encouraged, please refrain from providing problem-specific solutions to teams or coaches, such as “helpful hints” or judging guidelines.

All judges wishing to become certified as a CU in MI judge are required to sign a code of conduct form. This form requires judges to agree to abide by the “Code of Conduct for CU in MI Judges”.

I have read this “Code of Conduct for CU in MI Judges” and agree to abide by it while serving at this year’s Regional, State, and World competitions.

Print Name: _____

Signature: _____

Date: _____