



BIG 12 CONFERENCE Conflict of Interest Guidelines

The purpose of officiating is, to the best extent possible, allow the game to be fairly determined by the performance of players and coaches on the field. As such, the integrity of umpires will always be of supreme importance. The Big 12 Conference makes every effort to assure the actions of its umpires do not call into question their integrity before, during, or after a game; nor is the outcome or events of a game brought into question because of the perception of a compromise of that integrity.

A conflict of interest may arise when financial or other considerations adversely affect, or have the appearance of adversely affecting, an umpire's professional judgment in exercising his duties and responsibilities.

In an effort to create a policy that addresses the most obvious concerns the following guidelines have been established.

1. Umpires who are employees of a Big 12 baseball playing member institution will not be assigned games.
2. Umpires who are engaged in, own or have a material interest in, a business that conducts direct commerce with the athletic department of any Big 12 member institution will not be assigned to work games involving that university.
3. Umpires who within the past five years have made any direct monetary or other direct significant contribution(s) to the athletic program or any other enterprise whose purpose is to support the athletic program of a Big 12 member institution will not be assigned to work games involving that university.
4. Umpires who have a spouse or child that is an employee of a Big 12 member institution will not be assigned to work conference games involving that university.
5. Umpires who have a family member that is an employee of a Big 12 member institution will not be assigned to work conference games involving that university. This includes parents, brothers, sisters, and in-laws.
6. Umpires who played varsity baseball at a Big 12 member institution will not be assigned to work conference games for that sport involving that university.
7. Umpires who have a spouse or child that is an active student athlete on a Big 12 member institution varsity team will not be assigned to work conference games involving that university.

The Coordinator of Baseball Umpires will make all other judgments related to the assignment of officials, and will give special attention to other factors which can play an important role in the assignment of umpires, including but not limited to, school attended or graduated from, residence, professional association with university or any university personnel, or financial contributions to non-athletic programs of a university.