



## CONFLICT of INTEREST POLICY

To avoid either an actual or perceived conflict of interest, an umpire shall (a) “block” assignments on Arbiter, and (b) otherwise not accept assignments to umpire baseball games at the following schools:

1. **Umpire’s Current Employment:** The high school at which the umpire is currently employed and all high schools that participate in the same league as that high school.
2. **Umpire’s Prior Employment:** The high school at which the umpire has been employed within the past five years.
3. **Family/Extended Family Employment/Coaching:** The high school at which the umpire’s spouse, child, parent, sibling or any person with whom the umpire lives is (a) currently employed or (b) currently is a coach of any sport.
4. **Graduate:** The high school from which the umpire graduated within the past five years.
5. **Child/Grandchild’s School of Attendance:** The high school at which the umpire’s child or grandchild currently attends or from which he/she graduated within the past five years..
6. **Participant Relatives:** The high school at which any relative of the umpire (not limited to children and grandchildren) is participating in the assigned game as a player, coach or in any other official capacity.
7. **Social Acquaintance Coach:** The high school at which one or more persons coach baseball for the assigned game who socialize six or more times per year with the umpire.