

1. In addition to following the **ACA Code of Conduct Policy**, Judges must remember that their behaviour is considered a reflection of the Alberta Cheerleading Association (ACA) and the Event Producer. As a result, they should always conduct themselves in a professional manner at all times.
2. Judges will participate in all training sessions required of them and will continue to do so until trainers and facilitators have determined that they have demonstrated sufficient competence to properly adjudicate teams in competition.
3. As it is important for all to feel that the ACA Judging Team is impartial, and will do their best to refrain from showing allegiance to any program. This includes, but is not limited to: wearing clothing, make-up or other paraphernalia that suggests affiliation with a particular program or cheering for a team during competition or awards presentation. If you choose to greet or congratulate coaches or athletes, do so in a professional and courteous manner.
4. If a Judge feels that they are unable to adjudicate without bias or without the appearance of bias, have a responsibility to excuse themselves from the panel or competition in question.
5. Judges will ensure that they are properly educated in all Judging policies, rules and procedures and will adjudicate all teams to the best of their ability using the evaluation criteria and training that has been provided to them. When in doubt, Judges will ask for assistance from Supervisory Judges to ensure that all teams are evaluated fairly and consistently.
6. Any concerns with the behaviour of fellow Judges should first be addressed with the Judge in question as a professional courtesy, and then with the ACA designate should the concerns not be resolved.
7. Disclosure of information discussed within the judging team before, during or after a competition is discouraged as these are confidential discussions intended to ensure proper adjudication of team skills and may be misinterpreted by outside parties. Discussion within the context of judging must be kept professional and appropriate.
8. During the course of an ACA event or ACA sanctioned event, Judges will **not**:
  - a) Consume alcohol, illicit or recreational drugs, or misuse prescription or “over the counter” drugs, or consume illegal substances before or during a competition where they are judging teams;
  - b) Use profanity, put downs, sarcasm, negativity, etc. while judging teams at competitions (this includes comments on judging sheets and discussions with panel Judges);
  - c) Use a cell phone (with the exception of Legality/Deduction Judges) or carry it with them while sitting on the panel;
  - d) Have excessive contact with teams before, during, or after the competition; or

- e) Comment on the performances to anyone outside of the judging panel.
9. During the course of an ACA event or ACA sanctioned event, Judges **agree to**:
- a) Know and be confident in the judging material and procedures;
  - b) Wear professional attire (no jeans, short skirts, no midriff or cleavage showing, etc.);
  - c) Arrive on time for pre-competition meetings in order to review any issues and changes;
  - d) Meet in the assigned Judges' room and enter the competition area as a group;
  - e) Conduct themselves in a manner that does not demonstrate bias or affiliation with any team;
  - f) Only distribute score sheets to the coach of the team in question;
  - g) Notify the Supervisory Judge if spectators or athletes are disturbing their judging process;
  - h) Use discretion and professional conduct when addressing concerns with fellow Judges;
  - i) Take notes during every team's performance and be attentive throughout the routine;
  - j) Judge based solely on what they see during the current performance;
  - k) Frame areas of improvement in a positive and constructive manner on score sheets;
  - l) Offer suggestions on what might help improve a team's next performance; and
  - m) Be consistent in their scoring and keep their mind open to all styles being presented.

## **DISCIPLINARY ACTION**

1. **First offence**: verbal warning by the Supervisory Judge or ACA designate with notification to the ACA Executive Director. In addition, when appropriate, coaching will be offered by the Supervisory Judge or ACA designate in order to ensure the Judge in question understands why they are being given a warning.
2. **Second offence**: second warning with the stipulation that should it happen a third time, dismissal will occur.
3. **Third offence**: will result in a Judge being removed from the ACA judging list provided to event producers.
4. Depending on the offence, the ACA designate may offer the Judge in question the opportunity for additional training, interning or mentorship. Alternatively, depending on the severity of the offence, the Judge may be removed from the schedule immediately or be disallowed to certify in the future. Such decisions are at the discretion of the ACA designate.