



## CONDUCT CODES AND POLICIES

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## 1. Introduction

Traditionally, Cricket has been the one sport to maintain and promote the highest levels of conduct and sportsmanship. While always a competitive sport, its continued strength and its image relies on the acceptance of the Umpire's decision and a preparedness to play within the "spirit of the game". The Codes of Behaviour detailed have been adopted from the Cricket Australia framework.

The areas that concern the Conducts Commissioner, the Conducts Committee or the SCCA Management and Competition Match Committees are:

- (a) **The use of offensive language** – generally in the form of a disparaging and abusing remark to an opposing Player or toward an Umpire, or even as an expression of frustration or self-admonishment.

Not only is such language generally audible beyond the playing arena but too frequently is an over-reaction to some quite straight-forward incident.

- (b) **The questioning/disputing of the Umpire's decision** – often in an aggressive or sarcastic manner. This applies equally to the Striker or Non-Striker and Bowlers on dismissals and unsuccessful appeals as to the judgement of calls and No balls, wides and byes etc.
- (c) **The excessive number of frivolous and orchestrated appeals** – primarily aimed at pressuring and intimidating the Umpire into a favourable decision.
- (d) **The actions of the dismissed Striker or Non-Striker** – in failing to leave the crease promptly on being given out and then banging their bat into the ground or throwing the bat when returning to the pavilion.

The Conducts Commissioner and Conducts Committee are primarily interested in having all cricket under its control played within the spirit and traditions of the game. There is now one process for the reporting and consideration of unsatisfactory conduct.

Serious breaches of the Code of Behaviour will see the Player reported at the end of the match by the Umpire(s) controlling the match to the Conducts Commissioner who will call the Player to appear before the Conducts Committee to answer the report. Details of that report will appear on the relevant match report form.

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***SHOULD THE PLAYER BE FOUND GUILTY OF AN ACT OF MISCONDUCT, THEY SHALL BE  
LIABLE TO A PENALTY AS DETERMINED BY THE COMMITTEE***

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The recruitment and retention of Umpires is certainly NOT being made any easier by unacceptable levels of Player conduct. Few people are willing to continually subject themselves to childish behaviour and offensive language which is too frequently prevalent on and beyond the cricket field.

All players can certainly play a role in raising the general standard of Umpiring and the level of experience with SCCUSA's Umpires Panel by lifting their personal level of behaviour and permitting the Umpire to concentrate on those aspects of the game for which they are responsible.

All Umpires have been requested to take a firm line with respect to Player misconduct especially with regard to the use of offensive language and the disputation of any decisions.

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***ALL PLAYERS SHOULD BE WELL AWARE OF THE STANDARDS EXPECTED BY THE COMMITTEE AND CONSEQUENTLY ANY PLAYER CALLED BEFORE THE COMMITTEE WITH RESPECT TO MISCONDUCT CAN EXPECT LITTLE SYMPATHY FROM THE COMMITTEE, IF FOUND GUILTY***

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It is the responsibility of everyone associated with SCCA sanctioned matches - Club Officials, Team Captains and especially the Players - to ensure the level of conduct and sportsmanship traditionally inherent in the Game is observed.

## 2. Behaviour

### 2.1 Definitions

“Player”	includes all players listed on team sheets for a match and participating in the match, and includes any substitutes subsequently participating in the match.
“Parents”	includes all extended family members present at a match.
“Coaches”	include the team coach as well as any person(s) assisting or substituting for them in that role.
“Managers”	means the manager of a team; a member of the medical or fitness staff of a team; the selectors of a team; a club office bearer or any other person acting in an official capacity for a Club in relation to a team.
“Cricket officials”	includes Umpires, Scorers and Match Referees.
“Spectators”	includes all persons present at a match not otherwise defined above.

### 2.2 Code of Behaviour

- 2.2.1 This code applies to all registered players, officials and umpires whether participating or as a spectator at any match or event under the auspices of Cricket Australia or Queensland Cricket, including matches sanctioned by Queensland Cricket Affiliates. It applies in addition to and not in substitution of the ICC Code of Conduct and the Cricket Australia Code of Behaviour, Racial and Religious Vilification Code and the Anti- Harassment policy.
- 2.2.2 The captains are responsible at all times for ensuring that play is conducted within the “Spirit of the Game” as well as within the Laws of Cricket.
- 2.2.3 Players, parents, coaches, managers, cricket officials and spectators must not assault, attempt to assault or act in any way to intimidate any player, parent, coach, manager, cricket official or spectator.
- 2.2.4 Players, parents, coaches, managers, cricket officials and spectators must not abuse cricket equipment or clothing; or the facilities equipment, fixtures or fittings at any club or ground.
- 2.2.5 Players, parents, coaches, managers, cricket officials and spectators must not react showing dissension, displeasure or disapproval either towards an umpire, his/her decision, or generally following an umpiring decision.
- 2.2.6 Players, parents, coaches, managers, cricket officials and spectators must not engage in any form of racial or religious abuse or harassment as defined in the Queensland Cricket Racial and Religious Vilification Code, the Cricket Australia Racial and Religious Vilification Code or Anti-Harassment Policy. This means that players, parents, coaches, managers and cricket officials must never use language that is abusive or discriminates on the basis of race, gender or sexuality; or indulge in crude or abusive hand signals.

2.2.7 Players, parents, coaches, managers, cricket officials and spectators must not engage in conduct detrimental to the “spirit of the game”, including not using crude or abusive language. Note that an Umpire would normally caution any player(s) and advise their Captain of his/her concern before reporting the player(s) for such conduct.

2.2.8 Players, parents, coaches, managers, cricket officials and spectators must not engage in conduct defined as detrimental to the game. This includes:

- (a) Possessing or using illegal or illicit drugs.
- (b) Possessing or using any substance meant to enhance or be harmful to their own or others performance.
- (c) Smoking outside a designated area at a club or ground, or near any person <16 years of age.
- (d) Consuming, being affected by or possessing alcohol on the field of play.
- (e) Consuming alcohol outside of a designated area at a club or ground; and never
  - (i) Gambling on matches (betting).
  - (ii) Failing to perform in a match in return for a benefit, such as money or goods (match fixing).
  - (iii) Inducing a player to perform one of the above two actions.
  - (iv) Failing to report knowledge of incidents relating to betting or match- fixing.

2.2.9 Without limiting their rights under the laws of Queensland and Australia, players, parents, coaches, managers, cricket officials and spectators:

- (a) Must not make media or any other public comment likely to bring the game into disrepute; or which is detrimental to the interests of the game (Note that this includes comments on social media); and
- (b) Should not take or distribute photographs or videos of anyone under the age of 16yrs (NB: This does not apply for parents with their children).

### 2.3 Code of Conduct and Offences

2.3.1 The Sunshine Coast Cricket Association (SCCA) will adopt from time to time and modify as appropriate to its Competitions the Code of Conduct published by Cricket Australia and the International Cricket Council (ICC), which contains details of undesirable conduct. The SCCA Code of Conduct is set out in Section 2 above.

2.3.2 All players, umpires and officials participating in SCCA Competitions, or in matches organised by the SCCA are bound by and required to comply with the SCCA Code of Conduct published in these Rules.

2.3.3 The following offences are adopted from the Cricket Australia Code of Conduct and for illustrations of the application of each; reference should be made to the guidelines that accompany the Cricket Australia Code of Conduct. The provisions of the Rule itself take precedence over any guidelines.

### 2.4 Recommended Penalties for Code of Conduct Breaches

In respect to the Code of Conduct, the following are the recommended penalties for

Level 1 to 4 offences:

- Level 1 - Official reprimand or a ban of up to 1 match.
- Level 2 - A ban of 1 or 2 matches.
- Level 3 - A ban of 2 to 4 matches.
- Level 4 - A ban of 5 or more matches, or a life ban.

### **LEVEL 1 OFFENCES**

#### **L1.1 Abuse cricket equipment or clothing, ground equipment or fixtures and fittings.**

Includes actions outside the course of normal cricket actions such as hitting or kicking the wickets and actions which intentionally or negligently result in damage to the advertising boards, boundary markers or any part of or the contents or any building or structure at the ground.

#### **L1.2 Show dissent at an umpire's decision.**

Includes excessive, obvious disappointment with an umpire's decision or with an umpire making the decision and obvious delay in resuming play or leaving the wicket. This Rule does not prohibit the bowler involved in the decision or a team captain from asking an umpire to provide an explanation for a decision, or the captain from commenting on the umpires' performance in their Captain's report.

#### **L1.3 Use language that is obscene, offensive or insulting and/or the making of an obscene gesture.**

This includes swearing and offensive gestures which are not directed at another person such as swearing in frustration at one's own poor play or fortune. The extent to which such behaviour is likely to give offence shall be taken into account when assessing the seriousness of the breach.

#### **L1.4 Engaging in excessive or unnecessary appealing.**

Excessive shall mean repeated appealing when the bowler/fielder knows the batsman is not out, with the intention of placing the umpire under pressure. It is not intended to prevent loud or enthusiastic appealing. However, the practice of celebrating or assuming a dismissal before the decision has been given may also come within this Rule.

#### **L1.5 Point or gesture towards the pavilion in an aggressive manner upon the dismissal of a batsman.**

Includes charging or running up to the batsman and "getting in his or her face".

#### **L1.6 Breach any regulation regarding approved clothing of equipment.**

## **LEVEL 2 OFFENCES**

### **L2.1 Show serious dissent at an Umpire's decision.**

Dissent should be classified as serious where the dissent is expressed by a specific action such as the shaking of the head, snatching cap from the umpire, pointing at pad or bat, other displays of anger or abusive language directed at the umpire or excessive delay in resuming play or leaving the crease. This Rule does not prohibit the bowler involved in

the decision or a team captain from asking an umpire to provide an explanation for a decision, or the captain from commenting on the umpire's performance in their captain's report.

### **L2.2 Engage in inappropriate and deliberate physical contact with other players or officials.**

Without limitation, players will breach this Rule if they deliberately walk or run into or shoulder another player, official or match official.

### **L2.3 Charge or advance towards the umpire in an aggressive manner when appealing.**

### **L2.4 Deliberately and maliciously distract or obstruct another player or official on the field of play.**

This is not intended to replace Law 41(4) and (5) of the Laws of Cricket. Without limitation, players will breach this Rule if they deliberately attempt to distract a striker by words or gestures or deliberately shepherd a batsman while running or attempting to run between wickets.

### **L2.5 Throw the ball at or near a player or official in an inappropriate and/or dangerous manner.**

This Rule will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion.

### **L2.6 Use language that is obscene, offensive or of a generally insulting nature to another player, official or spectator.**

This is language or gestures which are directed at another person. See comments under Rule L1.3 above in relation to the seriousness of the breach.

### **L2.7 Change the condition of the ball in breach of law 41.3.**

Prohibited behaviour includes picking the seam or deliberately throwing the ball into the ground for the purpose of roughening it up and the application of moisture to the ball other than perspiration and saliva.

### **L2.8 Without limiting Rule L2.3 above, attempt to manipulate a Match in regard to the result, net run rate, bonus points or otherwise. The captain of any team guilty of such conduct shall be held responsible.**

Prohibited conduct under this Rule will include incidents where a team bats in such a way as to either adversely affect its own or improve its opponent's performance points or net run rate.

**L2.9** Seriously breach any regulation regarding approved clothing or equipment.

**LEVEL 3 OFFENCES**

**L3.1** Intimidate or attempt to intimidate an umpire or referee whether by language or conduct.

Includes appealing in an aggressive or threatening manner.

**L3.2** Threaten to assault another player, Team official or spectator.

**L3.3** Use language or gestures that offend, insult, humiliate, threaten, disparage or vilify another person on the basis of that person's race, religion, colour, descent, sexuality or national or ethnic origin.

**L3.4** Make public or media comment detrimental to the interests of the game.

**LEVEL 4 OFFENCES**

**L4.1** Threaten to assault an umpire or referee.

**L4.2** Physically assault another player, umpire, referee, official or spectator.

**L4.3** Engage in any act of violence on the field of play.

**L4.4** Use language or gestures that seriously offends, insults, humiliates, intimidates, threatens, disparages, or vilifies another person on the basis of that person's race, religion, colour, descent, sexuality or national or ethnic origin.

**L4.5** Make public or media comment detrimental to the interests of the game.

**3. CONDUCTS COMMISSIONER**

3.1 The SCCA will appoint a person (s) to the position of SCCA Conducts Commissioner who will be responsible for receiving, investigating and dealing with any alleged breach of the Code of Behaviour.

3.2 Any alleged breach of the Code of Behaviour will in the first instance be heard and determined by a SCCA Conducts Commissioner unless the Commissioner decides to refer the matter to a Conducts Committee hearing;

3.3 The Commissioner will conduct a hearing, when possible, to be held on a Tuesday evening:

In private unless all parties to the report and the Commissioner agree otherwise; and in other respects, as the Commissioner determines; with as little formality and technicality as reasonable; and as quickly, as proper consideration of the report or complaint permits.

3.4 The Commissioner:

3.4.1 may conduct the hearing by telephone or other conference facility;

3.4.2 may themselves and may permit the person alleged to have breached the Code and the person who lodged the report to examine and cross-examine witnesses;

3.4.3 may appoint another person to assist with the hearing; and

3.4.4 may allow the person alleged to have breached the Code to be assisted by another person (such as a Club representative).



3.5 All people attending a hearing before the Commissioner must:

3.5.1 dress in a manner acceptable to the Commissioner;

3.5.2 behave with due decorum;

3.5.3 comply with the directions of the Commissioner as to the manner in which the hearing will be conducted;  
and

3.5.4 any person who fails to comply may be ejected from the hearing room and sanctioned under this Code

3.6 The Commissioner may impose any penalty thought fit in accordance with Regulation 1[F] of the SCCA Regulations and Playing Conditions or may refer the matter to a Conducts Committee hearing.

3.7 In the event that a hearing cannot be completed before the start of a relevant match the Commissioner may make such interim ruling as deemed appropriate including the interim suspension of a Player pending completion of the hearing.

3.8 The Commissioner shall ensure that a completed Findings Sheet is lodged with the Administrator SCCA. The Administrator will distribute copies of the Findings Sheet to the accused player/official/umpire, the Clubs involved and the Umpires Association or any other relevant party.

3.9 Any person aggrieved by a finding of the Commissioner or as to the penalty imposed may appeal to the Conducts Committee by giving notice to the Administrator within 24 hours of the decision by the Commissioner.

#### **4. CONDUCTS COMMITTEE**

4.1 The SCCA will appoint a Panel of suitable persons, including Conducts Commissioners who may be called to sit on a Conducts Committee.

4.2 Each Conducts Committee will consist of three persons selected from this Panel, one of whom must be a Conducts Commissioner, which will hear matters brought before them by SCCA's Conducts Commissioners.

4.3 The Conducts Committee shall hear appeals from a decision of a Commissioner. Such appeal may be by way of re-hearing, but the onus shall be on the appellant to show error in the decision, the subject of the appeal.

4.4 The Commissioner who made the original decision may appear to assist at the hearing of the appeal.

4.5 Members of the Conducts Committee shall not be representative of the Club or Clubs involved in the Hearing.

4.6 The Conducts Committee may conduct a hearing or may make a decision based on written submissions, including the Findings Sheet and summary of outcomes from the original decision.

4.7 The Conducts Committee will conduct hearings, when possible, to be held on a Thursday evening:

4.7.1 in private unless all parties to the report and the Commissioner agree otherwise;

4.7.2 in other respects, as the Conducts Committee Chairman determines;

4.7.3 with as little formality and technicality as reasonable; and

4.7.4 as quickly, as proper consideration of the report or complaint permits.

4.8 The Conducts Committee:

4.8.1 may conduct the hearing by telephone or other conference facility;

- 4.8.2 may itself and may permit the person alleged to have breached the Code and the person who lodged the report to examine and cross-examine witnesses through the Chairman;
  - 4.8.3 may appoint another person to assist it; and
  - 4.8.4 may allow the person alleged to have breached the Code to be assisted by another person (such as a Club representative).
- 4.9 All people attending a hearing before the Conducts Committee must:
- 4.9.1 dress in a manner acceptable to the Conducts Committee;
  - 4.9.2 behave with due decorum; and
  - 4.9.3 comply with the directions of the Conducts Committee Chairman as to the manner in which the hearing will be conducted.
  - 4.9.4 any person who fails to comply may be ejected from the hearing room and sanctioned under this Code.
- 4.10 All parties except the Conducts Committee must leave the room when the Conducts Committee is deliberating on its decision.
- 4.11 The Conducts Committee may impose any penalty it thinks fit in accordance with Regulation 39.
- 4.12 In the event that a Conducts Committee hearing cannot be completed before the start of a relevant match the Conducts Committee may make such interim ruling as it deems appropriate including the interim suspension of a Player pending completion of the hearing.
- 4.13 The Conducts Committee Chairman shall ensure that a completed Findings Sheet is lodged with the Administrator SCCA. The Administrator will distribute copies of the Findings Sheet to the accused player/official/umpire, the Clubs involved, the Umpires Association and the Conducts Commissioner or any other relevant party.

## **5. METHOD OF HANDLING BREACHES OF THE CODE OF BEHAVIOUR**

- 5.1 An alleged breach of the Code of Behaviour may be reported by:
- 5.1.1 Either or both Umpires;
  - 5.1.2 The Secretaries of the Clubs participating in the match in which the alleged breach occurred;
  - 5.1.3 A Player participating in the particular match in which an alleged breach occurs;
  - 5.1.4 A Queensland Cricket Conducts Commissioner or SCCA Conducts Commissioner
  - 5.1.5 Any member of the SCCA Senior Match Committee; or
  - 5.1.6 Any member of the SCCA Management Committee Member.
- 5.2 Where an Umpire is considering or wishes to report an alleged breach of the Code of Behaviour, the umpire(s) must inform captains of the lodgement or pending lodgement of a report of his/her player as soon as practical at the close of the day's play. The umpire(s) must complete the prescribed Umpire's Report Form and forward a copy of the Report, together with any further written submission to the Secretary of SCCA Umpires Association who in turn must forward to The Administrator SCCA by 4.30 pm Monday after the completion of the match or days play.

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**Umpire(s) must nominate the level of offence on the report**

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- 5.3 Any person as outlined in 5.1.4 – 5.1.6 above may lodge a report or instigate an investigation within 48 hours of

becoming aware of any facts, which are capable of substantiating a breach under this Code.

5.4 Where any person as outlined in 5.1.1 – 5.1.3 above wishes to report an alleged breach of the Code of Behaviour, he shall forward a written submission to the Administrator SCCA by 4.30 pm Monday after the completion of the match. The Administrator SCCA shall refer the matter to the Conducts Commissioner(s) for further investigation and determination.

5.5 The Conducts Commissioner may refer any matter to the Conducts Committee for determination.

5.6 There are four (4) Levels of Offences to apply:

(Refer to 2 '**BEHAVIOUR**', Clause 2.4 Recommended Penalties for Code of Conduct Breaches.)

**Level 1:** The Commissioner or Conducts Committee may invoke any of the following options:

- (i) official reprimand, or
- (ii) a ban of up to 1 match

**Level 2:** The Commissioner or Conducts Committee may invoke any of the following options:

- (i) a ban of 1 or 2 matches

**Level 3:** The Commissioner or Conducts Committee may invoke any of the following options:

- (ii) a ban of 2 to 4 matches

**Level 4:** The Commissioner or Conducts Committee may invoke any of the following options:

- (i) a ban of 5 or more matches, or a life ban

**5.7** If found guilty of a Level 1 offence, a player would ordinarily expect to receive a minimum one (1) match suspension. If found guilty of a Level 2 offence, a player would ordinarily expect to receive a minimum two (2) match suspension.

**5.8** The Conducts Commissioner may vary the level of offence (higher or lower)

**5.9** A breach of the Code of Behaviour will be graded, and the penalty determined within the four (4) levels as outlined.

**5.10** For level 3 or level 4 offences, the Commissioner or Conducts Committee has discretion to determine whether a suspension applies for representative matches.

**5.11** The findings of the Conducts Commissioner or Conducts Committee should clearly define the time frame of the suspension, be it for one day match (es), two-day match (es) or a time frame.

**5.12** Each of the rules for behaviour has a guideline. The guidelines are intended as an illustrative guide only and in the case of any doubt as to the interpretation of the Rule, the provisions of the Rule itself shall take precedence over the provisions of the guidelines. The guidelines should not be read as an exhaustive list of offences or prohibited conduct.

## **6. SCCA APPEALS TRIBUNAL**

There shall be an Appeals Tribunal appointed by the SCCA.

**6.6** The membership of the Appeals Tribunal shall be determined by the SCCA at its first meeting following the Annual General Meeting.

- 6.7** The Tribunal shall consist of three members.
- 6.8** Subject to 6.8 below the Appeals Tribunal shall be responsible for receiving all appeals from decisions of the Conducts Committee or the SCCA's Senior Match Committee.
- 6.9** Any appeal against a decision of the Conducts Committee or the Senior Match Committee, must be lodged within 7 Days of a Hearing with the SCCA Administrator. The suspended Player or Players shall not be permitted to participate in any Division or other Competitions until the penalty has been met or an appeal against such finding and/or severity of the sentence has been adjudged by the Appeals Tribunal.
- 6.10** The Appeals Tribunal shall hear and determine each appeal by reference only to all documentary and written evidence presented to a hearing before the Conducts Committee or a hearing before the Senior Match Committee together with the Findings Sheet and summary of outcomes from the relevant hearing and shall receive from all interested parties written submissions only with respect to the evidence and submissions presented before the initial hearing of either the Conducts Committee or Senior Match Committee as the case may be.
- 6.11** Subject to 6.8 below the appeal shall not constitute a re-hearing.
- 6.12** Subject to 6.9 below there shall be no right of appearance before the Appeals Tribunal by any of the parties or their representatives who appeared before the initial hearing of either the Conducts Committee or Senior Match Committee.
- 6.13** Any new or additional evidence shall be received by the Appeals Tribunal only at the discretion of the Appeals Tribunal;
- 6.14** Where the matter under appeal is regarded by a majority of the Appeals Tribunal as sufficiently serious, leave may be given by the Chairman of the Appeals Tribunal to permit appearance by any or all of the interested parties and/or their representatives.
- 6.15** The Appeals Tribunal shall be furnished with all information and documentation relevant to the hearing of the Appeal including information on prior offences, the Register of Penalties and Findings Sheet/s. For Conducts Committee appeals the Secretary of the Conducts Committee or, for Senior Management Committee appeals the SCCA Administrator, from whichever body the appeal originates should furnish this information to the Appeals Tribunal. The papers should be bound in chronological order with a List of Contents appended.
- 6.16** Unless special circumstances are demonstrated, the appellant's Affiliate body and/or Club should present any appeal made to the Appeals Tribunal;
- 6.17** The Appeals Tribunal may order a re-hearing if, in their opinion, sufficient anomalies exist in the process followed by a Conducts Committee or Senior Match Committee. At its discretion, the Appeals Tribunal may designate the membership of the Conducts Committee or Senior Match Committee to re-hear the case.
- 6.18** The Appeals Tribunal shall, in each case, be the final arbiter and its decision can only be appealed upon application to Queensland Cricket.
- 6.19** Should an appeal subsequently be upheld then any suspension or penalty previously served shall nevertheless be deemed to be valid.
- 6.20** An appeal may be withdrawn at any time, except that once the hearing of the appeal has commenced the appeal may be withdrawn only with the Appeals Tribunal's approval.

## Code Of Behaviour Reporting Procedures Flowchart

### WHO STARTS THE PROCESS?

A Player, Club Secretary, SCCA Committee Member, Conducts Commissioner

**OR**

One or Both Umpires

### WHEN DO THEY BEGIN?

If they believe a Breach of the Code of Behaviour may have occurred

### WHAT DO THEY DO?

Players or Officials provide a written submission to the SCCA Administrator, through their Club Secretary

**OR**

The Umpire(s) will inform the relevant Captain Immediately after play.  
The "Umpires Report Form" is completed and any extra information added plus a grading of the offence. The report is sent to the Secretary of the Umpires' Association then to the SCCA Administrator

### WHEN IS THIS DONE?

By 4.30pm on the Monday following the day's play

### WHAT HAPPENS THEN?

If the SCCA Administrator becomes aware of the facts that could show a Breach of the Code of Behaviour, the Administrator can either lodge a report or start an enquiry within 48 hours of becoming aware

### WHO IS INFORMED?

All matters go to the Conducts Commissioner and a copy of the report goes to the Player and the Player's Club

## AND THEN?

Using Section 37 of the SCCA Rules and Regulations Governing SCCA Sanctioned Matches and its Policies Appendix, the Conducts Commissioner decides on the grade of offence

## WHAT IS THE PROCESS FOR LEVEL 1 OR LEVEL 2 GRADED OFFENCES?

The Conducts Commissioner will contact the Player, usually on a Tuesday night. A guilty plea invokes penalties contained in Section 37. (*Check section*) The SCCA Administrator will be advised of the Conducts Commissioner's determination who will then notify the Player, the Player's Club; the Secretary of the Umpires' Association and Queensland Cricket. The Findings Sheet for the Report will then be kept on file

## WHAT ABOUT LEVEL 3 GRADED OFFENCES OR NON-ADMISSIONS?

These are referred to the Conducts Committee, which meets on Thursdays. The Committee and venue are convened by the SCCA Vice-President and the Player, the Player's Club, where applicable, the Secretary of the Umpires' Association are advised

## WHAT CAN RESULT?

The Player may be cleared with no further action

**OR**

A penalty may be imposed according to Section 38 (*Check referencing*) The grading level of the offence and prior offences may affect the severity of any penalty

## HOW IS A PENALTY DEFINED?

A suspension will be described in terms of matches; one or two days, or a specified suspension period; a monetary amount or a combination of all types of penalties available

## WHO IS ADVISED?

The findings are forwarded to the SCCA Administrator, who advised the Umpires Association, the Clubs and the relevant Cricket Committee. If a suspension is incurred, Queensland Cricket is also notified

## ACCEPT OR REJECT?

The Player may accept the findings with no further action.

**OR**

The Player rejects the ruling and notifies their Club Secretary of the intent to appeal

**WHAT HAPPENS NOW?**

The SCCA Administrator must be notified within seven (7) days. The Appeals Committee is notified. A suspended Player may not play until the appeal is heard

**THE APPEAL PROCESS:**

**AND** The Appeals Tribunal considers written and documentary evidence together with the Findings Sheet and summary of outcomes. The Code of Behaviour Policy provides greater detail

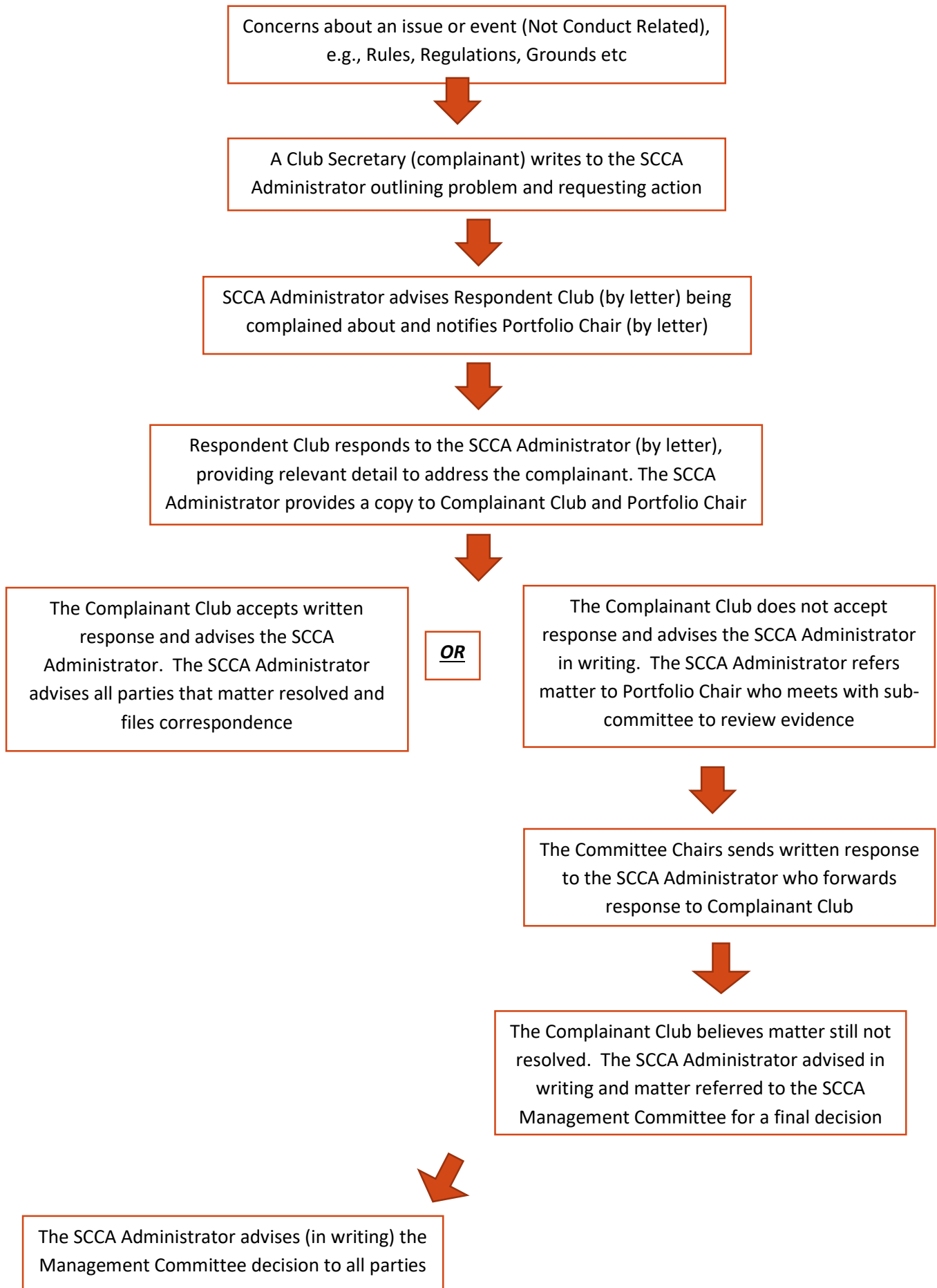
**THEN?**

The Appeals Tribunal's decision is conveyed to the SCCA Administrator who advises all concerned parties

**STILL NOT HAPPY?**

A request is made, within 48 hours of receipt of the Appeal Tribunal's decision, to refer the decision to Queensland Cricket (QC) for review. The decision of QC will be final

## SCCA Complaints Management Flowchart





## Racial and Religious Vilification Code

### **1. PURPOSE OF CODE**

The purpose of this Code is to:

- 1.1 Recognise the commitment of the Sunshine Coast Cricket Association (SCCA) to the elimination of racial and religious vilification of player, umpire or official.
- 1.2 Establish a framework for handling complaints made by players, umpires and officials who believe they have been subjected to racial or religious vilification by another player, umpire or official.

### **2. CONDUCT COVERED BY THE CODE**

A player, umpire or official who is participating in a match under the jurisdiction or auspices of QC will not engage in any conduct, act towards or speak to any other player, umpire or official in a manner which offends, insults, humiliates, intimidates, threatens, disparages or vilifies the other player, umpire or official on the basis of that player, umpire or official's race, religion, colour, descent or national or ethnic origin ("the conduct").

### **3. THE INTERRELATIONSHIP OF THIS CODE WITH OTHER RULES AND REGULATIONS GOVERNING THE SPORT**

This Code does not restrict any other action which may be taken in relation to the conduct covered by this Code under the Queensland Cricket, Australian Cricket Board and International Cricket Council ("ICC") Code of Conduct.

### **4. HUMAN RIGHTS AND EQUAL OPPORTUNITY LEGISLATION**

This Code does not restrict or prohibit any player from pursuing all other legal rights they may have in relation to racial and religious vilification.

### **5. LODGING A COMPLAINT**

Where a player, umpire or official ("the Complainant") believes he/she has been subjected to vilification under this Code, or an officiating umpire in a match ("the umpire") believes another player, umpire or official has breached the code, the complainant or umpire may lodge a complaint with the SCCA Administrator by 4:30pm on the Monday following the completion of the match in which the breach is alleged to have occurred.

### **6. WHAT A COMPLAINT MUST CONTAIN**

A Complaint must:

- 6.1 be in writing;
- 6.2 outline the circumstances of the allegations made; and
- 6.3 if possible, be accompanied by any supporting documentation including witness statements or video evidence.

## **7. THE ROLE OF THE SCCA ADMINISTRATOR**

- 7.1 The SCCA Administrator shall upon receipt of a complaint:
- 7.1.1 inform the person alleged to have contravened the Code (“the Respondent”) of the complaint and provide that person with both a copy of the complaint and an opportunity to respond in writing;
  - 7.1.2 advise the SCCA Management Committee, both team captains, the Secretary of the Club and or Association as applicable, the Secretary of the Umpires’ Association, the Conducts Commissioner, as appointed by the Queensland Cricket Board of Directors, of the complaint;
  - 7.1.3 conduct an investigation into the allegations made in the complaint as he/she deems fit, which may include, but is not limited to:
    - 7.1.4 compiling a list of witnesses;
    - 7.1.5 obtaining a written statement from any available witness;
    - 7.1.6 obtaining a report from the Club, Association and or Umpires’ Association officials, if applicable
    - 7.1.7 obtaining a report from the officiating umpires and match referees, if applicable; and
    - 7.1.8 obtaining video or other evidence.
- 7.2 The investigation should be completed within 48 hours of receipt of the complaint, unless the SCCA Administrator, at their discretion, extends the time for investigation in the interests of fairness to all parties.
- 7.3 When the investigation is completed, the SCCA Administrator shall arrange for the complaint to be referred to conciliation; or
- 7.4 The SCCA Management Committee may delegate to an officer of the SCCA any of the SCCA Administrator’s powers or functions under this Code.

## **8. CONCILIATION PROCEDURE**

### **8.1 The Conciliator**

Any conciliation referred to in clause 7.3 of this Code will be conducted by a nominee of the SCCA Management Committee.

### **8.2 The Conciliation**

- 8.2.1 The Complainant and the Respondent should attend the conciliation together with both Team Captains, or Vice-Captain if either are a party to the complaint, and a member of the Complainant and Respondent’s Executive Committee.
- 8.2.2 The SCCA Administrator must lodge with the Conciliator prior to conciliation:
  - 8.2.2.1 a copy of the complaint;
  - 8.2.2.2 the Respondents’ response to the complaint; and
  - 8.2.2.3 any evidence relevant to the complaint obtained during the course of the investigation.
- 8.2.3 Both parties and all those attending the conciliation must participate in good faith.
- 8.2.4 The Conciliator must adhere to and ensure the conciliation is conducted with reference to the principles of natural justice and procedural fairness.

- 8.2.5 The Complainant is the person who determines the course of redress to be pursued at any conciliation.
- 8.2.6 Except as stated in clause 8.3.4, both parties to the complaint and any other person aware of the details or circumstances of the conciliation, including the SCCA Administrator, SCCA Officials, Club and Umpires Executive Committees, Umpires and Players, must at all times keep the particulars of the complaint and the conciliation confidential.
- 8.2.7 Except as stated in clause 8.3.4, no person referred to in clause 8.2.6 shall publicly comment on or disseminate any personal information concerning the complaint at any time prior to, during or after the conciliation.
- 8.2.8 Should a player, umpire or official breach Clause 8.2.6, the Conducts Committee may fine the offender, suspend him/her or otherwise deal with him/her at its discretion.
- 8.2.9 Any other person in breach of clause 8.2.6 shall be subject to a penalty to be determined by the Conducts Commissioner.

### **8.3 Resolution of the Complaint**

- 8.3.1 If the complaint is resolved at the conciliation, the complaint will be deemed withdrawn and the Complainant cannot take any further action in respect of the complaint under this code.
- 8.3.2 Resolution of the complaint may be formalised by way of a verbal agreement or a formal written agreement signed by the parties.
- 8.3.3 The Conciliator must inform the SCCA Administrator the complaint has resolved.
- 8.3.4 Where a complaint is resolved, the parties may agree with the consent of Cricket Australia, to make a public statement concerning the resolution of the complaint.

### **8.4 If Conciliation is Unsuccessful.**

Where the complaint has not been resolved successfully by conciliation, or where the conciliator believes that the complaint is not capable of successful resolution:

- 8.4.1 the Complainant, after notifying the Conciliator, may withdraw the complaint in which case no further action will be taken; or
- 8.4.2 the Conciliator must inform the SCCA Administrator that the conciliation has not been successful.

## **9. THE TIME LIMIT FOR CONCILIATION**

An attempt to conciliate a complaint must occur within 72 hours of the Conciliator receiving notification from the SCCA Administrator of the complaint.

## **10. REFERRAL TO CONDUCTS COMMITTEE**

Upon notification of the failure of conciliation under Clause 8.4.2 the SCCA Administrator must refer the complaint to the Conducts Committee who will then hear the complaint in accordance with Clause 12.

## **11. EVIDENCE OF THE CONCILIATION**

In the event that a complaint is not successfully resolved and is referred to the Conducts Committee, no evidence will be given to or be accepted by the Conducts Committee in relation to anything said or done in any conciliation carried out pursuant to Clause 8.2.

## **12. THE CONDUCTS COMMITTEE**

**12.1** The Conducts Committee will:

**12.1.1** receive all material arising from the investigation from the SCCA Administrator upon referral of the complaint;

**12.1.2** hold a hearing after considering the availability of the persons affected;

**12.1.3** advise its decision to both parties on completion of the Hearing and to the other affected parties within 24 hours of the hearing.

**12.2** Hearings conducted by the Conducts Committee into complaints will not be open to members of the public.

**12.3** All persons required at the hearing shall attend punctually at the time and place designated.

**12.4** The Conducts Committee may hear and decide the complaint in a manner to be determined by it.

**12.5** After hearing the evidence, the Conducts Committee may

**12.5.1** find the complaint or any part of it not proven;

**12.5.2** find the complaint or any part of it proven and if so:

**12.5.2.1** refer to the Association's code of conduct register to ascertain any previous breach by the player, umpire or official; and

**12.5.2.2** direct the Respondent to attend an education program at the Respondent's cost; and

**12.5.2.3** then determine a penalty which may include but which is not limited to:

**12.5.2.3.1** the respondent to prepare a written apology;

**12.5.2.3.2** a monetary fine; or

**12.5.2.3.3** suspension.

## **13. REPRESENTATION**

Parties may only be represented by a member of its Executive Committee, under this Code

## **14. APPEAL**

Any player, umpire or official found to be in breach of the Code has the right of appeal against the decision of the Conducts Committee to an Appeals Tribunal, which is a Sub Committee of the Sunshine Coast Cricket Association. Any appeal against the decision of the Conducts Committee must be lodged within 48 hours of the hearing with the SCCA Administrator. The player or umpire are not permitted to participate in any competition until the penalty has been met or an appeal against such finding and or severity of the sentence has been adjudged by the SCCA Appeals Tribunal.

## **Intoxicated Player Policy**

*This policy applies to all SCCA sanctioned matches.*

A player under the influence of alcohol or a drug poses a potential risk to themselves and to other players, spectators and officials. An intoxicated player is not permitted to participate in Sunshine Coast Cricket Association (SCCA) sanctioned fixtures. Umpires have the authority to exclude the participation of intoxicated players from a match and will exercise that authority where appropriate to facilitate the continued safe conduct of matches.

### **Position Statement**

The players of a match of cricket have an obligation to be in a condition suitable for effective and safe play. The SCCA wants to promote sobriety in the game and all players and their clubs are to support this policy.

### **Scope**

All participants (Players and Umpires) in all SCCA sanctioned matches.

### **Aims**

1. Improve player safety and sobriety.
2. Reduce the risk of injury to players, officials and spectators.
3. Assist umpires to determine the standard required of players.

### **Associated Documents**

“The Laws of Cricket” Marylebone Cricket Club 2000

“Playing Regulations Governing SCCA Sanctioned Matches” SCCA.

### **Principles**

The following principles apply to the application of this policy: -

1. umpires have a discretion to apply the policy;
2. the use of a direction is likely to be a rare event;
3. incidents to which the policy will apply are likely to be obvious;
4. mere intoxication is not considered to be an automatic breach of this policy or the Code of behaviour.

### **Definitions**

‘Intoxicated’ – visibly or demonstrably adversely affected by alcohol, drugs, or other agents, (whether prescribed or not) or any other condition, to a degree that would -

1. apparently affect the overall ability to play and behave in a normally acceptable manner on the field of play; or
2. endanger their own safety or others, or
3. cause to bring the game into disrepute.

## **APPLICATION**

### ***General – Opinion, Explanation and Direction***

If an umpire forms the opinion that a player is intoxicated the umpire shall advise the player and the player's captain or club of that opinion and require the player, captain or the club to explain why the player should be allowed to participate in that day's play.

If an umpire is not satisfied with the explanation the umpire will maintain the opinion that the player is intoxicated and direct the player to be stood down from the match ("a direction").

On receipt of a direction from an umpire, the captain or the club shall stand down the intoxicated player from the match for the duration of that day's play.

A failure to stand down the intoxicated player after a direction shall render both a player and a club liable to such sanctions as are stated in this policy and any other sanction as determined by the governing body responsible for the match.

### ***Umpire's Direction given prior to play***

Until the nominated replacement arrives a substitute player may field in accordance with Law 24 Fielder's Absence; Substitutes.

### ***Umpire's Direction given after play commences***

Where a direction is given after the exchange of teams and toss for choice of innings, the intoxicated player shall not take the field, or shall leave the field immediately and a club representative shall be notified.

An intoxicated player not taking the field or leaving the field may not participate in the match for the duration of that day's play.

The club so affected shall not be entitled to a replacement player, although a substitute may field, if required, for the duration of that day's play. Law 24 Fielder's Absence; Substitutes, shall apply.

An intoxicated player who is a batsman leaving the field, or not commencing his innings shall be recorded as "Retired – Out" and shall not bat again for the duration of that day's play. (Refer Law 25.4 Batsman retiring, clause 25.4.3.)

### ***Match duration of more than one day***

In matches of more than one day, any intoxicated player stood down under this policy may return to the match on the next scheduled day of play with full playing rights, provided they present themselves in a condition suitable for effective participation in the match and no further playing restriction has been imposed on the Player, either by the Player's Club or the governing body responsible for the match.

### ***No Umpire(s) – Captains' Responsibility***

In the event that no official Umpire(s) are in attendance at the match, the Captains shall assume the role of the Umpire(s) for the purposes of this policy. If a Captain is one of the concerned players, the affected Team shall nominate a Senior Player to act in the Captain's place.

## SANCTIONS

**Player – Exclusion** If the intoxicated Player accepts the direction, then the only penalty is exclusion from the day's play. If the intoxicated Player refuses the direction and insists on playing, then that action is to be regarded as a breach of the Code of Behaviour and a report must be made by the Umpire(s).

**Club and Team - Forfeit** If the intoxicated player refuses to adhere to the direction, the player's club and team captain must show responsibility and follow the umpires' direction and exclude the player from the day's play. If the intoxicated player's club and team captain do not support the direction, the Umpire(s) will enter a forfeit by the intoxicated player's team as the outcome of the match and a report will be made by the Umpire(s) on the club, Captain and Player.

**APPEAL** The intoxicated Player, or Club, can appeal under the Code of Behaviour procedures, Sunshine Coast Cricket Association.

### Alcohol Consumption and Sales Policy

*The Sunshine Coast Cricket Association (SCCA) has a 'zero tolerance' policy in relation to the consumption of alcohol by Players and its sale to Players by Clubs during playing hours.*

- This policy applies to all SCCA sanctioned matches as follows:*
- During all matches, no intoxicating liquor shall be allowed on the playing field of any affiliated Club at any time.*
- No Player listed as a member of either team shall consume alcohol during the course of any match.*
- No Club shall knowingly sell alcohol to any Player taking part in any match.*
- The Captain of each team is responsible for ensuring that their Players do not consume alcohol during the hours of play.*
- The Captain of an offending team will be asked to 'show cause' as to why they too should not be penalised under these Regulations through suspension or a fine.*
- Penalties for breaching this policy are:*

<b>Penalties automatically applied by the Senior Match Committee for breaches of this policy</b>		
<b>Breach Category</b>	<b>Penalty Applying</b>	<b>Penalty Conditions</b>
1 <sup>st</sup> Offence – Player	Minimum 2 playing days	Penalty to apply following completion of the game being played
1 <sup>st</sup> Offence – Club	Minimum \$100 fine	Penalty to apply for knowingly selling alcohol to a player taking part in a game or for allowing any intoxicating liquor onto any playing field during an SCCA sanctioned match
Repeat Offences – Player or Club	Significantly increased penalties & fines as determined by the Senior Match Committee	

## Match Etiquette

- The Captains are responsible at all times for ensuring that play is conducted within the spirit of the game as well as within the Laws.
- According to the Laws, the umpires are the sole judges of fair and unfair play. The umpires may intervene at any time and it is the responsibility of the Captain to take action where required.

### WARMING UP:

- Captain and Coach only should inspect the wicket. Individuals may inspect from outside the wicket by themselves provided they are not interfering with the curator or the toss. It is poor behaviour for the whole team to walk over the pitch and wicket block prior to the toss.
- Players should not hit up against pickets (fence); quite simply they break.

### THE TOSS:

- Prior to tossing the Captains should be dressed in their whites/creams or playing strip & team cap.
- A signed team sheet should be offered to the opposing Captain.
- Both Captains should introduce themselves to the Umpires.
- The home Captain (first in the draw) should provide the coin and toss.
- Coin toss must be done in the middle, not on the sideline.
- Away Captain calls.
- On leaving the field the Captains should provide the Scorers with the opposing team's list.

### ENTERING THE FIELD:

- Umpires should enter the field first.
- No player should be warming up on the field as the Umpires enter.
- The Captain of the fielding team should enter with their team behind.
- Batters should be ready to enter the field together after the fielding team.

### LEAVING THE FIELD:

- Batters should leave the field before the fielding team.
- The fielding team should all be ready to cross the line together, not whoever is closest to the gate leaves first.
- The Captain should appoint those who do well, normally the best bowler/bowlers to cross the line first.

### DRINKS:

- Players only should take drinks on the field, not Coaches, Managers or Parents.
- Players must be fully dressed in whites, creams or their playing strip of the day.
- The batting team should always make sure the Umpires are provided with drinks.
- There is no problem with players receiving drinks or bottles from the boundary line as long as play is not delayed.



## Coaches Code of Behaviour

The environment created by a coach is integral to the overall experience of all players involved within your cricket club. See below some foundational expectations of coaches within the community. They are by no means exhaustive, but are a great starting point:

- Remember that many players participate for pleasure and winning is only part of the fun;
- Never ridicule or yell at a player (particularly young players) for making a mistake or not coming first;
- Be reasonable in your demands on players' time, energy and enthusiasm;
- Operate within the rules and Spirit of Cricket and teach your players to do the same;
- Ensure that the time players spend with you is a positive experience;
- Avoid overplaying the talented players - all young players need and deserve equal time, attention and opportunities;
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players;
- Display control and respect to all those involved in cricket. This includes opponents, coaches, umpires, administrators, parents and spectators. Encourage your players to do the same;
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition;
- Obtain appropriate qualifications and keep up-to-date with the latest cricket coaching practices and principles of growth and development of young people;
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

## Parents Code of Behaviour

Some of the greatest role models we have in our cricketing community are our parents. When assisting and supporting at your club's games please keep in mind the codes of behaviour listed below:

- Do not force an unwilling child to participate in cricket;
- Remember, children are involved in cricket for their enjoyment, not yours;
- Encourage your child to play by the rules;
- Focus on the child's efforts and performance rather than winning or losing;
- Never ridicule or yell at a child for making a mistake or losing a game;
- Remember that children learn best by example. Appreciate good performances and skillful play by all participants;
- Support all efforts to remove verbal and physical abuse from sporting activities;
- Respect officials' decisions and teach children to do likewise;
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

## Players Code of Behaviour

Players have a responsibility to uphold the integrity of the game whilst they are training, competing on the playing field or representing their club away from the field of play. Please refer to the players code of behaviour below:

- Play by the rules;
- Never argue with an umpire. If you disagree, have your captain, coach or manager approach the umpire in an appropriate manner during a break or after the game;
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in cricket;
- Work equally hard for yourself and your teammates. Your team's performance will benefit and so will you;
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition;
- Treat all participants in cricket as you like to be treated. Do not bully or take unfair advantage of another competitor;
- Cooperate with your coach, teammates and opponents. Without them there would be no competition;
- Participate for your own enjoyment and benefit, not just to please parents, teachers or coaches;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

## Intellectual Property Policy

Both the name and logo of ***Sunshine Coast Cricket Association Inc. (SCCA)*** and ***Sunshine Coast Scorchers*** remain the intellectual property of SCCA and as such may not be used without express application and approval. No part of either names or logo may be used for personal gain and/or sponsorship.

### 1. SCCA Inc.



### 2. Sunshine Coast Scorchers



### 1. SCCA Affiliated Clubs:

It is a requirement to feature the SCCA logo on playing apparel from season 2021-2022. The placement of this logo may be on the Leading arm sleeve or Right Chest; It is understood many clubs will have stock of apparel with the previously used SCCA logo; it is requested that any new apparel ordered features the new logo.

### 2. Sunshine Coast Scorchers Logo:

The Sunshine Coast Scorchers are representative teams playing in the Junior Representative space or the Brisbane Premier Cricket competitions managed by Queensland Cricket. All apparel and equipment will be branded and available on the SCCA Inc. website and will include training and playing apparel, caps, hats, socks, kit bags, backpacks and helmets etc. There is no authorized use for individuals.

## **Australian Cricket's Commitment to Safeguarding Children and Young People**

Australian Cricket recognizes the important role that Children and Young People play within our sport and the special care and attention that they need in order to feel safe

Delivering a child safe framework across our sport is achieved through supporting Children and Young People, their parents and guardians and by Australian Cricket and each of our Affiliated Associations and Clubs striving to be a child safe organisation.

### **OUR COMMITMENT TO CHILDREN AND YOUNG PEOPLE**

As part of our commitment to Children and Young People, Australian Cricket and the Affiliated Associations and Clubs seek to:

- : provide a safe and supportive environment for Children and Young People;
- : ensure that the experiences of Children and Young People are free from any form of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming;
- : empower Children and Young People to act and respond to behaviour that is not acceptable or inappropriate;
- : publicize and make available the Codes of Behaviour that underpin our sport;
- : make information available on who Children and Young People can approach if they feel unsafe or they become aware of or are concerned about any form of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming;
- : establish a reporting framework that allows Children and Young People and others to report any incident affecting the safety and wellbeing of Children and Young People; and
- : provide support services to any Child or Young Person and their families who might be affected by any form of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming whilst participating in our sport.

### **OUR COMMITMENT TO PARENTS AND GUARDIANS**

Australian Cricket and the Affiliated Associations and Clubs are committed to supporting parents and guardians in protecting and safeguarding Children and Young People.

Australian Cricket and the Affiliated Associations and Clubs seek to:

- : communicate with parents and guardians of Children and Young People regarding the expectations of our sport in ensuring a safe environment for Children and Young People; and
- : publicize and share information with parents and guardians about safeguarding Children and Young People and where they can go to for assistance if they require further information, advice or would like to make a complaint under this Policy.

### **OUR COMMITMENT TO BEING A CHILD SAFE ORGANISATION**

In order to become child safe organizations, Australian Cricket and the Affiliated Associations and Clubs seek to:

- : ensure that Australian Cricket Personnel and Players adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Australian Cricket Personnel;

- ensure that Cricket Participants adhere to Australian Cricket's Looking After Our Kids Code of Behaviour for Affiliated Associations and Clubs;
- use best practice in the recruitment and screening checks for Australian Cricket Personnel and Cricket Participants;
- ensure that Players who will or will likely have contact with Children and Young People undertake screening processes;
- induct Australian Cricket Personnel, Players and Cricket Participants appropriately for their relevant position, recognizing their role in safeguarding Children and Young People and to provide ongoing learning and development opportunities related to child safety;
- take steps to ensure that Australian Cricket Personnel, Players and Cricket Participants do not engage in Child Abuse, Bullying, Harassment, or other inappropriate conduct such as Grooming or exploit Children or Young People involved in our sport;
- educate Australian Cricket Personnel, Players and Cricket Participants as to the Codes of Behaviour that underpin our sport;
- ensure that all Australian Cricket Personnel, Players and Cricket Participants report any concerns, complaints or any allegations of Child Abuse, Bullying, Harassment or other inappropriate conduct such as Grooming; and
- ensure that all Australian Cricket Personnel, Players and Cricket Participants are provided with the appropriate support following any incidents or complaints raised under this Policy.

## Social Media Policy

The Sunshine Coast Cricket Association Inc. (SCCA) Code & Policies document contains the requirement:

*2.2.9 Without limiting their rights under the laws of Queensland and Australia, players, parents, coaches, managers, cricket officials and spectators:*

*(a) Must not make media or any other public comment likely to bring the game into disrepute; or which is detrimental to the interests of the game (Note that this includes comments on social media)*

Cricket Australia (CA) provides extensive resources and guidance regarding social media and its use, which is fully endorsed and supported by both Queensland Cricket (QC) and the SCCA

Link: <https://www.community.cricket.com.au/clubs/marketing/social-media>

For all SCCA the following Code of Behaviour-Social Media has been approved by the SCCA.

As a part of their risk management process, CA and QC require the SCCA to establish a social media policy. The SCCA recognises the importance of social media as a tool for engaging its supporter base as well people interested in cricket, and this policy is designed to protect the interests and reputation of the SCCA, QC, CA and their stakeholders by ensuring directors, administrators, staff and players are equipped with the requisite knowledge and skills to appropriately use social media.

The SCCA Social Media Policy includes, but is not limited to, the use of Twitter, Facebook, YouTube, Instagram, blogs, websites and any other public online forum. This policy applies to full time staff, part time staff, casual staff, players, directors, contractors and volunteers. The SCCA is not seeking to restrict use of social media but to create clear lines between private and SCCA material and set guidelines where material relates to the SCCA.

### General Guidelines

- Only authorised people may speak on behalf of the SCCA. Staff who wish to express or transmit SCCA material need to seek approval through the SCCA Management Committee (MC).
- Those who wish to express any reference in relation to the SCCA or any other cricket-related issues must also have their social media accounts authorised by the SCCA MC and complete a social media induction/training course approved by the SCCA.

### Specific guidelines for authorized users

- CA and QC have clear positions in relation to Spirit of Cricket, Play-by-the-Rules, Respect, Personal Conduct & Responsibility and Gaming which must be complied with in any communications.
- Any SCCA Information must only be released through the official SCCA social media accounts, before other individuals can publish such information through their own accounts.
- Social Media should not be used for posting or exchanging information that has the potential to embarrass or bring the SCCA or its related parties into disrepute.
- Social Media must not be used for communicating confidential or competitively/commercially sensitive information without express permission of the SCCA.
- Social Media should not be used for the posting of photos of SCCA events or individuals (including stakeholders) without the express permission of the SCCA.
- When using social media and always where possible, identify yourself and state that any opinions are yours and do not represent those of the SCCA.

- Particular note for *SCCA* paid personnel: The *SCCA* has the right to access any data lists you accumulate whilst working at the *SCCA*

### **General Advice**

- Do not react emotionally, but rather use common sense and good judgment. Your statements could have an impact on your reputation and that of the *SCCA*. Please remember that everything you post or publish will become public information.
- If you would not say something directly to a member of the media, do not publish it on any form of social media.
- You are accountable for your actions and what you communicate via social media.
- Directors, administrators, staff and players who are unsure whether or not they are authorised to publish opinions or views of the *SCCA* should contact the Management Committee.
- With respect to cricket on the Sunshine Coast: Any decision on what is or what is not a comment likely to bring the game into disrepute, or which is detrimental to the interests of the game, may only be made by the MC of the *SCCA*.

Please Note:

- This policy will be updated and reviewed regularly as new technology and platforms emerge.
- As part of the induction process, *SCCA* staff can request assistance in setting up social media so that appropriate levels of privacy are activated.

### **Non-Compliance**

The *SCCA* will monitor the use of its own social media accounts and, where possible or requested to, those of staff, players and member clubs to ensure compliance with this policy. Employees who fail to comply with this policy may be the subject of disciplinary action including termination of employment. Clubs, players and volunteers who fail to comply may be the subject of disciplinary action through the Conduct Commissioner or, in extreme cases, may be asked to immediately discontinue their association with *SCCA*.

It is the expectation of the *SCCA* that clubs, players, staff, contractors and volunteers will promptly advise the MC of any facts or circumstances which may suggest a breach of the policy. This may include taking prompt action to remove the offending material wherever possible.

Clubs, players, staff, contractors and volunteers should also be aware that inappropriate or unlawful use of social media may expose the club, player or volunteer to legal liability. The *SCCA* will not be held liable for the acts and omissions of clubs, players or volunteers in breach of the law or this policy.