



Coach/Player/Member/Parent Code of Conduct

The Wendouree Cricket Club values fair play, respect and The Spirit of Cricket above all else. The Wendouree Cricket Club is a safe, inclusive and respectful club and this *Code of Conduct* will guide us all to ensure it remains that way.

The way we treat each other, our supporters, the umpires and our opponents is critical to our success both on and off the field.

This *Code of Conduct* contains a number of rules that set the standards of behaviour required of our coaches, players, members and parents of our juniors; all are expected to abide by the code of conduct at all times. Within this Code of Conduct the term 'members' is used – this term will include coaches, players (junior & senior), committee members, social members and parents of junior players (regardless of whether or not the parents are financial members of the Wendouree Cricket Club).

The Wendouree Cricket Club endorses the [Cricket Australia Anti-Harassment Code for Players and Player Support Personnel](#) (The Cricket Australia Code) and it is reproduced in part within this document. The Cricket Australia Code applies to all members of the Wendouree Cricket Club and breaches of the Cricket Australia Code shall constitute a breach of the Wendouree Cricket Club *Player Code of Conduct*.

The Wendouree Cricket Club also endorses the Ballarat Cricket Association [Policies and Rules](#) which must also be read in conjunction with this *Code of Conduct*. A breach of the Ballarat Cricket Association policies or rules by a member of the Wendouree Cricket Club will also be considered a breach of the Wendouree Cricket Club *Code of Conduct*.

.....
Max Drew
President

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Matt Jones
Secretary

Player/Official Standards – Rules and Guidelines

As a member of the Wendouree Cricket Club you must adhere to the following *Rules and Guidelines*. Each *Rule* below has a *Guideline*. The guidelines are intended as an illustrative guide only. If there is doubt as to the interpretation of any rule, the provisions of the rule itself shall take precedence over the provisions of the guidelines. Rule interpretations are ultimately decided by the Disciplinary Sub-Committee.

No.	Rule	Guidelines
1	Abuse cricket equipment, clothing, ground equipment or fixtures and fittings	<ul style="list-style-type: none"> · 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 a players own equipment or that of another player, advertising boards, boundary fences, boundary markers, change room doors, mirrors, windows, whiteboards and other fixtures and fittings. · This rule may be breached regardless of whether any damage is caused by the player's actions.
2	Show dissent at an umpire's decision	<ul style="list-style-type: none"> · Includes showing dissent at an umpire's decision by way of showing inappropriate or excessive disappointment, an obvious delay in resuming play or leaving the wicket, shaking the head, pointing or looking at the inside edge when given out lbw, pointing to the pad or rubbing the shoulder when caught behind, snatching the cap from the umpire, a bowler or fielder, arguing or entering into an unduly prolonged discussion with the umpire about the umpire's decision. · 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 a team official from making a formal complaint.
3	Use language that is obscene, offensive or insulting and/or the making of an obscene gesture	<ul style="list-style-type: none"> · This includes swearing and offensive gestures which are not necessarily directed at another person such as swearing in frustration at one's own poor play or fortune. · This rule is not intended to penalise trivial behaviour. The extent to which such behaviour is likely to cause offense shall be taken into account when deciding to report the behaviour as an offence and when assessing the seriousness of the breach.
4	Engaging in any conduct (whether through the use of language, gestures, actions or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify any reasonable person on the basis of their race, religion, culture, colour, descent, national or ethnic origin, gender or sexual orientation.	<ul style="list-style-type: none"> · This can include either one-off or repeated taunts or comments directed towards any player, umpire, club official, spectator, sponsor or member of the public in relation to a physical characteristic, sexual orientation or expression of gender or their appearance. · This rule applies to all activities connected to the Wendouree Cricket Club, including but not limited to training sessions, games, after match and social functions. · The standard of behaviour expected of Wendouree Cricket Club players and officials applies both internally and externally so this rule will apply to behaviour directed towards Wendouree Cricket Club members and also opposition teams, their officials, supporters and members of the public.

5	Engage in excessive appealing	<ul style="list-style-type: none"> 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. Excessive may also mean the practice of celebrating or assuming a dismissal before the decision has been given.
6	Point or gesture towards the pavilion or boundary in an aggressive manner upon the dismissal of a batsman	<ul style="list-style-type: none"> Self-explanatory.
7	Engage in inappropriate, deliberate or reckless physical contact with other players or officials	<ul style="list-style-type: none"> Without limiting the scope of this rule, players will breach this rule if they deliberately walk or run into or otherwise make physical contact with another player or official. This applies either during the course of play of a Match or during the periods before or after play at the relevant venue or in a public place.
8	Charge or advance towards the umpire in an aggressive manner when appealing	<ul style="list-style-type: none"> Self-explanatory.
9	Deliberately and maliciously distract or obstruct another player or official on the field of play	<ul style="list-style-type: none"> 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.
10	Throw the ball at or near a player or official in an inappropriate and/or dangerous manner	<ul style="list-style-type: none"> This Rule will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion.
11	Use threatening language towards or threaten to assault another player, team official or spectator	<ul style="list-style-type: none"> This includes using any language or gesture that can reasonably be interpreted as a threat whether direct or indirect and can include asking a person if they would like the player to engage in a particular act such as “Do you want me to.....?”

12	Engaging in disruptive or divisive behaviour or behaviour detrimental to the good harmony of the club or team	<ul style="list-style-type: none"> · This includes behaviour at training and before, during and after games. · Members must always act in a respectful and supportive way to other players within their team and the wider Club. · Members must respect directions given to them by their captain, club coaches and club officials. · Players must always give their best effort regardless of the stage of the game or their personal views on a situation or decision. · This rule is not intended to prevent a discussion between players, a captain or the coach about tactics or strategy, but players must always be respectful of the captain or coach and not openly criticise them or their decisions. · Members should not show dissent or open defiance when given a reasonable direction by a captain, coach or club official. · Members should not belittle, taunt or humiliate other members within their team or the club for their performance or ability (refer to attached Cricket Australia Anti-harassment Code) – any breach of this Anti-harassment Code will constitute a breach of this rule. · Members should not behave in a way that could cause other members to feel uncomfortable or inferior in any way. · This rule will apply to comments made by members in any forum including on social media and away from the club. · This rule would include interfering with another member’s equipment, clothing or personal items.
13	Unbecoming Conduct	<ul style="list-style-type: none"> · This can include but is not limited to: <ul style="list-style-type: none"> • a serious breach of any BCA rule or policy. • serious or repeated criminal conduct. • negative or critical public comments or comments on social media that reflect poorly on the Wendouree Cricket Club, the BCA, Umpires, our sponsors or the sport of cricket in general. • inappropriate or unwanted comments or behaviour of a sexual, offensive or harassing nature (this will include the telling of sexist or offensive jokes). • unruly public behaviour (whether or not alcohol is involved). • any conduct that in the opinion of the Wendouree Cricket Club Committee reflects poorly upon or adversely affects the reputation or standing of the Club. • conduct that occurs away from the Club, but nonetheless impacts on the Club due to the circumstances in which the behaviour occurred, the behaviour itself or the fact that the player involved is linked to the Wendouree Cricket Club would be included under this rule.

Cricket Australia

Anti-Harassment Code for Players and Player Support Personnel

Effective from 1 October 2016

CRICKET AUSTRALIA INTEGRITY UNIT:

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JOLIMONT VICTORIA 3002

Email: integrity@cricket.com.au

Reporting Hotline: 1300 FAIR GAME (1300 3247 4263)

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ANTI-HARASSMENT CODE FOR PLAYERS AND PLAYER SUPPORT PERSONNEL

1 INTRODUCTION

- (a) Harassment is a form of discrimination. Harassment is prohibited by certain Commonwealth legislation including the *Human Rights and Equal Opportunity Act* and the *Sex Discrimination Act* as well as by particular legislation in effect in the States and Territories of the Commonwealth of Australia.
- (b) Harassment is offensive, degrading and threatening. In its most serious forms harassment can be an offence under state and federal criminal law.
- (c) Cricket Australia is committed to providing a sport environment free of harassment on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status and/or disability.
- (d) Harassment as defined in this Code is prohibited.
- (e) Cricket Australia encourages the reporting of all incidents of harassment, regardless of who the offender may be.
- (f) This Code applies to all persons subject to the Cricket Australia Code of Conduct.
- (g) This Code applies if a person is subjected to harassment which occurs during the course of any Cricket Australia business, activities, competitions, matches or events.

2 DEFINITIONS

- 2.1 Harassment takes many forms but can generally be defined as comment, conduct, or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive.
- 2.2 For the purposes of this Code a person sexually harasses another person (the '*person harassed*') if the person:
 - (i) makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or
 - (ii) engages in other unwelcome conduct of a sexual nature in relation to the person harassed, including without limitation when:
 - (I) submission to or rejection of this conduct is used as the basis for making decisions which affect the person harassed;
 - (II) such conduct has the purpose or effect of interfering with the person harassed's athletic performance; or
 - (III) such conduct creates an intimidating, hostile or offensive environment for the person harassed,

in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated. In paragraph (ii), 'conduct of a sexual nature' includes making a statement of a sexual nature to a person, or in the presence of a person, whether the statement is made orally or in writing.

2.3 Types of behaviour which constitute harassment include but are not limited to:

- (i) written, verbal or physical abuse, threats or intimidation;
- (ii) the display of visual material which is offensive or which one ought to know is offensive;
- (iii) unwelcome remarks jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- (iv) leering or other suggestive or obscene comments or behaviour;
- (v) condescending, paternalistic or patronising behaviour which undermines self esteem, diminishes performance or adversely affects working conditions;
- (vi) practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
- (vii) unwanted physical contact including touching, petting, pinching or kissing;
- (viii) unwelcome sexual flirtations, advance requests or invitations; or
- (ix) physical or sexual assault.

2.4 Sexual harassment most commonly occurs in the form of behaviour by males towards females; however, sexual harassment can also occur between males, between females or as behaviour by females towards males and is proscribed by this Code.

2.5 For the purposes of this Code retaliation against a person:

- (i) for having filed a complaint under this Code;
- (ii) for having participated in any action under this Code; or
- (iii) for having been associated with a person who filed a complaint or participated in any procedure under this Code,

will also be treated as harassment and will not be tolerated.

2.6 For the sake of clarity, the application of this Code is not limited to "sexual harassment" and will cover any circumstances or types of behaviour that can constitute harassment pursuant to Article 2.1.

For a full version of this code – refer to the [Cricket Australia](#) website

Breaches of the Wendouree Cricket Club Player Code of Conduct

If the Wendouree Cricket Club Committee of Management becomes aware of any circumstances that could amount to a breach of this code of conduct, the committee may form a Disciplinary Sub-committee or panel to investigate the circumstances and determine whether or not a breach of the rules has occurred.

In determining the circumstances of a potential breach, the Disciplinary Sub-committee may undertake any enquiries and speak to any person the sub-committee believes will assist in determining the matter.

Upon being given reasonable notice by the Wendouree Cricket Club Committee of Management or the Disciplinary Sub-committee, the member in question may be requested to appear before a meeting of the Disciplinary Sub-committee to discuss the situation, explain their actions or answer any questions the sub-committee may have. The member may choose to appear before the Disciplinary sub-committee and/or give a written statement to the sub-committee. A meeting of the Disciplinary Sub-committee should be held with as little formality as is necessary to achieve its aim.

If having been given reasonable notice and opportunity to appear before the Disciplinary Sub-committee, a member chooses to either not appear before the sub-committee and/or not provide a written submission, the sub-committee may consider whatever other information it has before it and make a determination in the absence of an explanation from the member.

When appearing before the Disciplinary Sub-Committee to discuss a possible breach of the *Player code of Conduct*, a member may be supported by another member or person. The Disciplinary Sub-committee will determine the extent to which (if at all), that support person may be involved in the process.

The fact that the BCA may hold a disciplinary hearing or convene a tribunal in relation to an incident does not prevent the Wendouree Cricket Club from convening a Disciplinary Sub-committee, requesting the member to appear before it at any time and imposing a penalty.

Penalties

The Disciplinary Sub-committee shall have complete discretion to decide upon any penalty or sanction for a breach of the Wendouree Cricket Club *Player Code of Conduct*. Each sanction will be decided upon taking into account all the circumstances of the particular incident. For this reason the Wendouree Cricket Club Committee of Management have deliberately not listed possible penalties or sanctions against each individual rule.

In deciding an appropriate penalty, the Disciplinary Sub-committee may take into account any facts and circumstances it considers relevant, including but not limited to:

- The player having been found guilty of a previous breach (whether at this or other club) and the seriousness of any previous breach
- The seriousness of the current breach
- The harm caused by the current breach
- The person's seniority and standing in the club and the game
- Remorse shown by the person and the prospect of further breaches
- The need to denounce the behaviour and deter others from the behaviour in question
- The impact of the penalty on the person
- Any penalty already imposed by the Ballarat Cricket Association or any other tribunal

In accordance with the Club's Rules, if the Disciplinary Sub-committee determines to suspend a member's membership rights or to expel the member from the Club, the member has the right to appeal by immediately giving notice to the Disciplinary Sub-committee or by giving written notice to the Club Secretary within 48 hours of being formally advised of the Disciplinary Sub-committee's decision.