

# Policies Appendix

## BEHAVIOUR

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".

**ALL PLAYERS AND OFFICIALS SHOULD BE WELL AWARE OF THE STANDARDS EXPECTED AND CONSEQUENTLY ANY PLAYER OR OFFICIAL WHO BREACHES THIS CODE CAN EXPECT LITTLE SYMPATHY IF FOUND GUILTY.**

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

### CODE OF BEHAVIOUR

**Notes:** This policy applies to all competitions.

This Code applies to any player or official representing Queensland Cricket, including participating in any competition, tour or training camp, from the time of departure from the player's or official's usual private residence prior to the tour or camp until return to that residence after the tour or camp.

"Official" means the manager or a member of the coaching, medical or fitness staff of a team; the selectors of a team; any other person acting in an official capacity for Queensland Cricket or a Premier Cricket Club in relation to a team; or an umpire of a match.

#### 1. CODE OF BEHAVIOUR

- [a] 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.
- [b] This Code applies to all registered players and officials. Sections 1[b][v], 1[b][vii], 1[b][viii] of this Code apply at any time. Sections 1[b][i], 1[b][ii], 1[b][iii], 1[b][iv], 1[b][vi] apply whether participating or spectating at any match or event under the auspices of Cricket Australia or Queensland Cricket, including matches sanctioned by Queensland Cricket Affiliates. This Code applies in addition to and not in substitution for the *ICC Code of Conduct* and the *Cricket Australia Code of Behaviour, Racial and Religious Vilification Code* and the *Anti Harassment Policy*, [the Codes]. Specifically:
  - [i] Players and officials must not abuse cricket equipment or clothing, ground equipment or fixtures and fittings.
  - [ii] Players and officials must not assault or attempt to assault an umpire, a player, an official or spectator.
  - [iii] Players and officials must not react with dissension, either towards an umpire, his decision, or generally, following an umpiring decision.
  - [iv] Players and officials must not use crude or abusive language, or otherwise engage in conduct detrimental to the spirit of the game. An umpire would be expected to caution the player and advise the captain of his concern before reporting any player for this type of behaviour.
  - [v] Players and officials must not indulge in conduct detrimental to the game.
  - [vi] Players and officials must in no way use crude or abusive hand signals.
  - [vii] Players and officials 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*.
  - [viii] Without limiting any other rule, players and officials must not make public or media comment which is detrimental to the interests of the game.

Note: Public comment includes comment on Club websites and other electronic media.

#### 2. CONDUCTS COMMISSIONERS

- [a] The Queensland Cricket Board of Directors will appoint at least four persons to the position of Queensland Cricket Conducts Commissioner who will be responsible for receiving, investigating and dealing with any alleged breach of the Code of Behaviour.
- [b] Any alleged breach of the Code of Behavior will in the first instance be heard and determined by a Queensland Cricket Conducts Commissioner unless the Commissioner decides to refer the matter to a Conducts Committee hearing;
- [c] The Commissioner will conduct a hearing, when possible to be held on a Tuesday evening:
  - [i] in private unless all parties to the report and the Commissioner agree otherwise; and

- [ii] in other respects as the Commissioner determines;
  - [iii] with as little formality and technicality as reasonable; and
  - [iv] as quickly, as proper consideration of the report or complaint permits.
- [d] The Commissioner:
- [i] may conduct the hearing by telephone or other conference facility;
  - [ii] 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;
  - [iii] may appoint another person to assist with the hearing; and
  - [iv] may allow the person alleged to have breached the Code to be assisted by another person [such as a Club representative].
- [e] All people attending a hearing before the Commissioner must:
- [i] dress in a manner acceptable to the Commissioner;
  - [ii] behave with due decorum;
  - [iii] comply with the directions of the Commissioner as to the manner in which the hearing will be conducted; and
  - [iv] any person who fails to comply may be ejected from the hearing room and sanctioned under this Code
- [f] The Commissioner may impose any penalty thought fit in accordance with this Code or may refer the matter to a Conducts Committee hearing. Where a player or official rejects a penalty offered by a Commissioner the matter shall be referred to a Conducts Committee.
- [g] 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.
- [h] The Commissioner shall ensure that a completed Findings Sheet is lodged with Queensland Cricket.
- [i] 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 Chief Executive Officer within 24 hours of the decision by the Commissioner.

### 3. CONDUCTS COMMITTEE

- [a] The Queensland Cricket Board of Directors will appoint a Panel of suitable persons, including Conducts Commissioners who may be called to sit on a Conducts Committee.
- [b] 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 Queensland Cricket's Conducts Commissioners.
- [c] 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.
- [d] The Commissioner who made the original decision may appear to assist at the hearing of the appeal.
- [e] Members of the Conducts Committee shall not be representative of the Club or Clubs involved in the Hearing.
- [f] 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.
- [g] The Conducts Committee will conduct hearings, when possible to be held on a Thursday evening:
- [i] in private unless all parties to the report and the Commissioner agree otherwise;
  - [ii] in other respects as the Conducts Committee Chairman determines;
  - [iii] with as little formality and technicality as reasonable; and
  - [iv] as quickly, as proper consideration of the report or complaint permits.
- [h] The Conducts Committee:
- [i] may conduct the hearing by telephone or other conference facility;
  - [ii] 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;
  - [iii] may appoint another person to assist it; and
  - [iv] may allow the person alleged to have breached the Code to be assisted by another person [such as a Club representative].
- [i] All people attending a hearing before the Conducts Committee must:
- [i] dress in a manner acceptable to the Conducts Committee;
  - [ii] behave with due decorum;
  - [iii] comply with the directions of the Conducts Committee Chairman as to the manner in which the hearing will be conducted;
  - [iv] any person who fails to comply may be ejected from the hearing room and sanctioned under this Code;
- [j] All parties except the Conducts Committee must leave the room when the Conducts Committee is deliberating on its decision;
- [k] The Conducts Committee may impose any penalty it thinks fit in accordance with this Code.
- [l] 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.
- [m] The Conducts Committee Chairman shall ensure that a completed Findings Sheet is lodged with the Chief Executive Officer of Queensland Cricket. The Chief Executive will distribute copies of the Findings Sheet to the accused

player/official, the Clubs involved, the Umpires Association and the Conducts Commissioner or any other relevant party.

- [n] Any player or official who was a party to a hearing before the Conducts Committee has a right of appeal against the decision of the Conducts Committee to the Queensland Cricket Appeals Tribunal.

#### 4. METHOD OF HANDLING BREACHES OF THE CODE OF BEHAVIOUR

[a] An alleged breach of the Code of Behaviour may be reported by:

- [i] Either or both umpires;
- [ii] The Secretaries of the Clubs participating in the match in which the alleged breach occurred;
- [iii] A player participating in the particular match in which an alleged breach occurs;
- [iv] A Queensland Cricket Conducts Commissioner;
- [v] Any member of the Premier Cricket Committee; or
- [vi] The Chief Executive Officer of Queensland Cricket.

[b] For umpires there are two processes for reporting an alleged breach of the Code of Behaviour:

- [i] **Level 1 Offences:** Where the umpires doesn't consider that the alleged breach exceeds Level 1, they will speak to the player regarding his/her behaviour, the incident will be noted on the umpire's *Report Form* and the player will receive a caution. The umpire[s] must also inform captains of the caution of his/her player as soon as practical, either on the field or at the close of a 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 Premier Cricket Officer of Queensland Cricket by 4.30 pm Monday after the completion of the match.

**NOTE:** If a player receives two such cautions in a season, they will be reported by the Premier Cricket Officer and have the matter heard by a Conducts Commissioner. All Level 1 cautions will also be subject to Clause [h] below.

- [ii] **Serious Breaches (Levels 2 & 3 Offences):** Where an umpire is considering or wishes to report an alleged breach of the Code of Behaviour (Level 2 or 3), the umpire[s] must inform captains of the lodgment or pending lodgment of a report of his/her player as soon as practical, either on the field or 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 Premier Cricket Officer of Queensland Cricket by 4.30 pm Monday after the completion of the match.

**NOTE:** Umpire[s] must nominate the grade of offence on the report.

- [c] The Chief Executive Officer of Queensland Cricket 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.
- [d] Where a player or official as outlined above wishes to report an alleged breach of the Code of Behaviour, he shall forward a written submission to the Chief Executive Officer of Queensland Cricket by 4.30 pm Monday after the completion of the match. The Chief Executive Officer shall refer the matter to a Queensland Cricket Conducts Commissioner[s] for further investigation and determination.
- [e] The Queensland Cricket Conducts Commissioner may refer any matter to the Queensland Cricket Conducts Committee for determination.
- [f] There are three [3] levels of Grading of Offences to apply:

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

- [i] official reprimand
- [ii] a suspended sentence
- [iii] a one [1] match suspension
- [iv] offer a penalty to a player or official that pleads guilty or,
- [v] refer the report to the Conducts Committee who may impose any penalty as it sees fit.

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

- [i] official reprimand
- [ii] a suspended sentence
- [iii] a two [2] match suspension
- [iv] offer a penalty to a player or official that pleads guilty or,
- [v] refer the report to the Conducts Committee who may impose any penalty as it sees fit.

**Level 3:** The Commissioner may offer a penalty to a player or official that pleads guilty or refer the matter to a Conducts Committee who may impose any penalty as it sees fit.

- [g] If found guilty of a second Level 1 offence/caution, a player would ordinarily expect to receive a minimum one [1] multi-day match suspension [or equivalent]. If found guilty of a Level 2 offence, a player would ordinarily expect to receive a minimum two [2] multi-day match suspension [or equivalent].

- [h] The Conducts Commissioner may vary the level of offence [higher or lower]

- [i] A breach of the Code of Behaviour will be graded and the penalty determined within the three [3] levels as outlined.
- [j] For level 2 or level 3 offences, the Commissioner or Conducts Committee has discretion to determine whether a suspension applies for representative matches
- [k] The findings of the Conducts Commissioner or Conducts Committee should clearly define the suspension, be it for one day match[es], two day match[es] or a time frame.
- [l] 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.
- [m] In considering a penalty to be imposed in each case, the Conducts Commissioner or the Conducts Committee must first consider whether the player or official has previously been found guilty of any offences under the Code of Behaviour (or any predecessor regulations that may have applied) within a period of eighteen months prior to the date on which the proven offence took place.

## **GUIDELINE OFFENCES**

### **1. Level 1 Offences**

The Offences set out at 1.1 to 1.7 below are Level 1 Offences. Players and, where applicable, officials must not:

**1.1 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 fences, dressing room doors, mirrors, windows and other fixtures and fittings.

**1.2 Show dissent at an umpire's decision by action or verbal abuse**

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 a Team official from making a formal complaint.

**1.3 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.

This offence is not intended to penalise trivial behaviour. The extent to which such behaviour is likely to give offence shall be taken into account when assessing the seriousness of the breach.

**1.4 Engage in excessive 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.

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

**1.6 Breach any regulation regarding approved clothing or equipment**

This includes regulations regarding bat logos and regulations regarding other logos or advertising which may be worn or displayed.

**1.7 Disobey an umpire's instruction during a match.**

Includes any repeated failure to comply with the instruction or directive of an umpire during a match.

### **2. Level 2 Offences**

The Offences set out at 2.1 to 2.8 below are Level 2 Offences. Players and, where applicable, officials must not:

**2.1 Show serious dissent at an umpire's decision by action or verbal abuse**

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 umpire, pointing at pad or inside edge, other displays of anger or abusive language directed at the umpire or excessive 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 a Team official from making a formal complaint.

**2.2** Engage in inappropriate and deliberate physical contact with other players or officials in the course of play  
Without limitation, players will breach this regulation if they deliberately walk or run into or shoulder another player, official or match official.

**2.3** Charge or advance towards the umpire in an aggressive manner when appealing.  
Self explanatory.

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

**2.5** 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.

**2.6** Use language that is obscene, offensive or of a seriously insulting nature to another player, official or spectator. This refers to language or gestures which are directed at another person. See comments under Rule 1.3 above in relation to the seriousness of the breach.

**2.7** 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, bonus points, net run rate or quotient.

**2.8** Seriously breach any regulation regarding approved clothing or equipment.  
See guideline for Rule 1.6 above. Without limitation, a breach will be considered serious if it is done in bad faith or where it has serious commercial consequences (eg display of logo of competing CA or State sponsor)

### **3. Level 3 Offences**

The Offences set out at 3.1 to 3.7 below are Level 3 Offences. Players and, where applicable, officials must not:

**3.1** Intimidate an umpire or referee whether by language or conduct.  
Includes appealing in an aggressive or threatening manner.

**3.2** Threaten to assault another player, Team official or spectator  
Self explanatory.

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

**3.4** Physically assault another player, umpire, referee, official or spectator  
Self explanatory

**3.5** Engage in any act of violence on the field of play  
Self explanatory

**3.6** Change the condition of the ball in breach of Law 41.3  
Prohibited behaviour includes picking the seam or deliberately throwing the ball into ground for the purpose of roughening it up and the application of moisture to the ball, save for perspiration and saliva.

**3.7** Make public or media comment detrimental to the interests of the game  
Prohibited conduct under this rule includes:  
Denigrating or criticising any player, official, team, Cricket Australia, Queensland Cricket or any Commercial Partner of Cricket Australia, Queensland Cricket or the respective Premier Cricket Clubs;  
Denigrating or criticising any player, umpire or official by inappropriately commenting on any aspect of his or her performance, abilities or characteristics;  
Commenting on the likely outcome of or criticising the outcome of a hearing, report or any appeal; or  
Criticising any evidence, submission, or comment made by any person at the hearing of a report or any appeal.  
**Note:** 3.7 includes comment on Club websites and other electronic media. Each Club shall be responsible for advising Queensland Cricket of the Club Official that is responsible for monitoring their website.

## QUEENSLAND CRICKET APPEALS TRIBUNAL

There shall be an Appeals Tribunal appointed by the Queensland Cricket Board of Directors (Board).

- [a] The membership of the Appeals Tribunal shall be determined by the Queensland Cricket Board of Directors at its first meeting following the Annual General Meeting.
- [b] Members of the Tribunal must be fit and proper persons as determined by the Board but must not be current members of the Board.
- [c] A member of the Tribunal need not be a member of Queensland Cricket, its affiliates or associated clubs.
- [d] The Tribunal shall consist of five members. Three members will sit on each hearing of the Tribunal, one of whom shall Chair the Tribunal.
- [e] The chairperson for each hearing shall be appointed from their number by the members of the Tribunal or if they cannot agree, shall be appointed by the Board.
- [f] A member of the Tribunal must not sit on a hearing/determination involving a player from the same club or affiliate as the Tribunal member.
- [g] Subject to (l), the Appeals Tribunal shall be responsible for receiving all appeals from decisions of the Conducts Committee, Premier Cricket Committee and from Affiliates Codes of Conducts processes as the case may be.
- [h] Any appeal against the decision of the Conducts Committee must be lodged within 7 Days of the Hearing with the Chief Executive Officer, Queensland Cricket. The suspended player or players shall not be permitted to participate in the Grade 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.
- [i] The Appeals Tribunal shall hear and determine each appeal by reference only to all documentary and written evidence presented to the hearing before the Conducts Committee together with the *Findings Sheet* and summary of outcomes from that hearing and shall receive from all interested parties written submissions only with respect to the evidence and submissions presented before that initial hearing.
- [j] Subject to [l] the appeal shall not constitute a re-hearing.
- [k] Subject to [m], 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 the Conducts Committee or Premier Cricket Committee.
- [l] Any new or additional evidence shall be received by the Appeals Tribunal only at the discretion of the Appeals Tribunal.
- [m] 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.
- [n] 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*. The Secretary of the Conducts Committee from which the appeal originates should furnish this information to Queensland Cricket. The papers should be bound in chronological order with a List of Contents appended.
- [o] Unless special circumstances are demonstrated, the appellant's Affiliate body and/or Club should present any appeal made to the Appeals Tribunal.
- [p] The Appeals Tribunal may order a re-hearing if, in their opinion, sufficient anomalies exist in the process followed by a Conducts Committee. At its discretion, the Appeals Tribunal may designate the membership of the Conducts Committee to re-hear the case.
- [q] The Appeals Tribunal shall, in each case, be the final arbiter and its decision absolutely final.
- [r] Should an appeal subsequently be upheld any suspension or penalty previously served shall nevertheless be deemed to be valid.
- [s] 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.
- [t] As a matter of procedure only, a report of each determination of the Appeals Tribunal shall be provided to the Board for its noting but the failure to provide such a report shall not affect the final and binding nature of each decision of the Tribunal.