

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 unnecessary obvious dissension, displeasure or disapproval 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] 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 lodgment or pending lodgment 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 Chief Executive 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 Level 1 offence, 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 1.6 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

Self explanatory.

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.

2. Level 2 Offences

The Offences set out at 2.1 to 2.9 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 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.

2.8 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.

2.9 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 3.6 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 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: 3.6 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.

INTOXICATED PLAYER POLICY

Note: This policy applies to all competitions.

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 a Q.C.A. sanctioned match. 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. Queensland Cricket 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 matches under the management of Queensland Cricket.

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
“Regulations governing Premier Cricket Competition Matches” QCA.

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

Where a direction is given **prior** to the exchange of teams and the toss for choice of innings, the Club so affected shall be **entitled to nominate a replacement player** with full playing rights for the duration of that day’s play.

Until the nominated replacement arrives a substitute player may field under the twelfth man rule. [Law 24]

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. **The twelfth man rule will apply.** [Law 24]

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. [Law 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 Umpires – Captains’ Responsibility

In the event that no official umpires are in attendance at the match, the captains shall assume the role of the umpires 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.

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 will enter a forfeit by the intoxicated player’s team as the outcome of the match and a report will be made by the umpires on the Club, captain and player.

APPEAL

The intoxicated player, or Club can appeal under the Queensland Cricket Appeals Tribunal procedures.

RACIAL AND RELIGIOUS VILIFICATION CODE

Note: This policy applies to all competitions.

1. Purpose of Code

The purpose of this Code is to:

1. Recognise the commitment of the Queensland Cricket ("QC") to the elimination of racial and religious vilification of player, umpire or official.
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 under the jurisdiction or auspices of QC will not at any time 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 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 Premier Cricket Officer of QC by 5pm on the first business day following the completion of the match in which the breach is alleged to have occurred.

6. What Must a Complaint 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 Premier Cricket Officer

- 7.1 The Premier Cricket Officer 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 Chief Executive Officer of QC, both team captains, the Secretary of the Club and or Association as applicable, the Secretary of the Umpires Association, the QC 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:
 - 7.1.3.1 compiling a list of witnesses;
 - 7.1.3.2 obtaining a written statement from any available witness;
 - 7.1.3.3 obtaining a report from the Club, Association and or Umpires Association officials, if applicable
 - 7.1.3.4 obtaining a report from the officiating umpires and match referees, if applicable; and
 - 7.1.3.5 obtaining video or other evidence.

- 7.2 The investigation should be completed within 48 hours of receipt of the complaint, unless the Premier Cricket Officer, at his/her discretion, extends the time for investigation in the interests of fairness to all parties.

- 7.3 When the investigation is completed, the Premier Cricket Officer shall arrange for the complaint to be referred to conciliation; or

- 7.4 The Chief Executive of Queensland Cricket may delegate to an officer of the QC any of the Premier Cricket Officer'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 Queensland Cricket Board of Directors.

8.2 The Conciliation

- 8.2.1 The Complainant and the Respondent, should attend the conciliation. 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 Premier Cricket Officer 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 Premier Cricket Officer, QC 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 QC 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 Premier Cricket Officer the complaint has resolved.
- 8.3.4 Where a complaint is resolved, the parties may agree with the consent of the ACB, 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 Premier Cricket Officer 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 Premier Cricket Officer of the complaint.

10. Referral to Conducts Committee

Upon notification of the failure of conciliation under Clause 8.4.2 the Premier Cricket Officer 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 Premier Cricket Officer 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 Committee, as appointed by the Queensland Cricket Board of Directors. Any appeal against the decision of the Conducts Committee must be lodged within 48 hours of the hearing with the Chief Executive Officer, Queensland Cricket. 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 Queensland Cricket Board of Directors.

SUPER OVER PROCEDURE

1. Subject to ground, weather or light conditions the Super Over will take place on the scheduled day of the match at a time to be determined by the Umpires. In normal circumstances it shall commence 10 minutes after the conclusion of the match. The interval between innings shall be 5 minutes.
2. 30 minutes of extra time (taken from the start of the Super Over) is allocated to complete the Super Over. Should play be delayed prior to or during the Super Over, once the playing time lost exceeds the 30 minutes, the Super Over shall be abandoned. See clause 15.
3. The Super Over will take place on the pitch allocated for the match (the designated pitch).
4. The umpires shall stand at the same end as they stood during the match.
5. In both innings of the Super Over, the fielding side shall choose which end to bowl from. Whilst neither team is required to nominate either the batsmen or bowlers prior to each innings, once the opening batting pair enters the field of play they are not permitted to be changed. Similarly, once a determination is made by the bowling team as to which end they will bowl from and the opening batsmen take their respective positions at each end of the pitch, they are not permitted to change ends. For clarity, this playing condition is designed to ensure that the fielding side may determine its bowling strategies based on which batsmen are opening, and then the batsmen can choose ends based on the bowling strategies.
6. The nominated players in the main match shall participate in the Super Over. Should any player (including the batsmen and bowler) be unable to continue to participate in the Super Over due to injury, illness or other wholly acceptable reasons, the Laws and Playing Conditions for the main match shall apply.
7. Each team's over is played with the same fielding restrictions as apply for the last over in the match.
8. The team batting second in the match will bat first in the Super Over.
9. Each team shall use their match ball for the Super Over. If the ball needs to be changed during the Super Over, then the Playing Conditions for the main match shall apply. The ball to be used is at the discretion of the officiating Umpires.
10. Each team shall bat for one over unless all out earlier.
11. In the event of the teams having the same score after the Super Over has been completed, if the original match was a tie under the D/L method, see Clause 13 below immediately applies. Otherwise, the team whose batters hit the most number of boundaries combined from its two innings in both the main match and the Super Over shall be the winner.
12. If the number of boundaries hit by both teams is equal, the team whose batters scored more boundaries during its innings in the main match (ignoring the Super Over) shall be the winner.
13. If still equal, a count-back from the final ball of the Super Over shall be conducted. The team with the higher scoring delivery shall be the winner. If a team loses all wickets during its over, then any un-bowled deliveries will be counted as dot balls. Note that for this purpose, the runs scored from a delivery is defined as the total team runs scored since the completion of the previous legitimate ball, i.e. including any runs resulting from a Wide ball, a No ball or penalty runs.
14. If a Super Over cannot be completed due to ground, weather or light conditions the team that finished higher on the points table at the conclusion of the preliminary matches shall be declared the winner.
15. Clause 2 example:
Hours of Play
2.00pm - 3.20pm Session 1
3.20pm - 3.35pm Interval
3.35pm - 4.55pm Session2
30 minutes extra time available for Super Over.
The main match finishes at 4.55pm. The Super Over is scheduled to start at 5:05pm with 30 minutes extra time available. It starts on time but is interrupted at 5.10pm. Play must resume by 5.40pm otherwise the Super Over is abandoned.

PROCEDURE FOR OPERATION ON SUSPECT BOWLING ACTIONS

1 INTRODUCTION

- 1.1 The aim of these procedures is to ensure that all bowlers playing cricket in Queensland have actions that comply with Law 21.2.
- 1.2 These procedures:
 - 1.2.1 Detail the process for dealing with players bowling with a doubtful action in all competitions affiliated with Queensland Cricket
 - 1.2.2 Provide for an additional mechanism for the reporting of players suspected of bowling with illegal bowling actions at Queensland Country Regional Championships and Under-Age Carnivals
- 1.3 Nothing contained herein shall override an umpire's responsibility and discretion to apply Law 21.

2 UMPIRES

- 2.1 Umpires have a duty to ensure the game is played within both the Laws and the Spirit of the game. Umpires must police Law 21.2 "Fair Delivery – The Arm", by notifying Queensland Cricket if they observe any bowler in a match situation who, in their opinion, possesses an action that may contravene these Laws.
- 2.2 Queensland Cricket has instructed umpires as follows:
 - 2.2.1 There are three categories of delivery:
 - a. Fair Delivery
 - b. Illegal Delivery (Blatant Throw) and
 - c. Doubtful Delivery

Illegal Delivery:

If an umpire believes a bowler has bowled a delivery that is clearly illegal (i.e. *deliberately and blatantly thrown*), the umpire shall call "no-ball" and Report the bowler on the Doubtful Bowling Action Report Form. To be considered an illegal delivery, the ball must be delivered with a markedly different action to the bowler's normal deliveries.

Doubtful Delivery:

If an umpire believes a bowler has bowled with an action that may be illegal, the umpire *should not call* the bowler, but record the bowler's name on the Doubtful Bowling Action Report Form. The Doubtful Bowling Action Report Form will offer the umpire two options;

Report: If an umpire believes that a bowler has bowled a ball with an action that *is illegal*, the umpire should "**Report**" that bowler on the Doubtful Bowling Action Report Form.

Mention: If an umpire is suspicious that a bowler has bowled a ball with an action that *may be illegal*, the umpire should "**Mention**" that bowler on the Doubtful Bowling Action Report Form.

Note: Umpires, in deciding whether to call or report a player under these regulations, should use the naked eye viewing the action live and/or on television at normal speed. Slow motion television replays should only be used to confirm initial suspicions.

- 2.3 If, in any of the competitions detailed in 1.2.1, a player is called by an umpire for throwing in accordance with Law 21.2 or is suspected by the umpire(s) for bowling with an action which contravenes Law 21.2 as read with Law 21.3 (a "Doubtful Bowling Action"), the following procedure shall apply.
- 2.4 "Umpire" in this procedure means a Cricket Australia accredited Umpire. Only a Cricket Australia accredited Umpire may "Mention" or "Report" a player under this procedure.

3 REPORTING PROCEDURE

- 3.1 At the conclusion of the match the umpires shall write a report (the Doubtful Bowling Action Report) detailing their concerns about the bowling action of the Player, including whether those concerns relate to the Player's bowling action generally or whether they relate to one or more specific types of delivery.

- 3.2 The umpires will notify the player, the Player's coach (if applicable), at the end of the days play on which the report is made or the Player is called and email Queensland Cricket a copy of the report form within 72 hours of the conclusion of the match.
- 3.3 Queensland Cricket will then write to the Secretaries of the Player's Club & Association to advise that the Player has been Mentioned or Reported, to include a copy of the Doubtful Bowling Action Report, and to describe the implications of this Mention or Report for the Player with respect to Queensland Cricket's Doubtful Bowling Action Procedures.
- 3.4 If a player is called for throwing, Reported or Mentioned by the umpire/s officiating in that match the following procedure will apply:
 - 3.4.1 A **first mention** it is important the Club coach works with the bowler to rectify any doubtfulness in the bowler's action. Queensland Cricket will take no action at this stage.
 - 3.4.2 A **second mention** of a bowler's action within the same season will automatically elevate the bowler to the next level in the procedure.
 - 3.4.3 A first report will place the bowler at **LEVEL 1**. The Club coach works with the bowler to rectify any doubtfulness in the bowler's action. Queensland Cricket will assist the Club coach with coaching methods and drills to assist in the rehabilitation of the bowler.
 - i. A second report will place the bowler at **LEVEL 2**. At this level a Queensland Cricket representative will attend a training session and take video evidence of the bowler's action. The Queensland Cricket representative will then provide video analysis of the action with recommendations for remedial work to be done on the bowler's action. At this stage there will be an **8 week "intervention period"** following the analysis to allow the remedial work to be undertaken. During this intervention period the player will be permitted to bowl in matches. They may still be reported, however such reports will not increase the bowlers level. When the 8 week intervention period is completed the Queensland Cricket representative will attend another session and review the bowler's action. (Any further work completed by Queensland Cricket shall be charged to the club at \$165.00 plus GST per session). *At no stage does the Queensland Cricket "clear" the bowler's action.*

Should the bowler/club decide not to co-operate or participate in this part of the procedure the player will immediately be classified as Level 4, and will be suspended from bowling for 12 months.
 - ii. A third report will place the bowler at **LEVEL 3**. At this stage the bowler will **not be permitted** to bowl in any cricket matches for a period of 8 weeks from the date of the third report. This will allow any remedial work to be continued without the pressure of bowling in a match.
 - 3.4.4 A fourth report will place the bowler at **LEVEL 4**. At this stage the bowler will **not be permitted** to bowl in any cricket matches for a period of **12 months** from the date of the third report.

"The procedure is ongoing and players do not return to Level 1 each season. Each mention will progress the procedure, irrespective of time. Each report (or two mentions in one season, as the case may be) will progress the procedure, irrespective of time". This is the same for Junior and Senior players treated.

SUBSEQUENT MENTION:

If a player suspended from bowling at Level 4 resumes bowling after the specified suspension period, and he is mentioned* again, he is immediately at Level 4 and suspension from bowling will apply forthwith.

*** THIS ENTIRE PROCESS DOES NOT PRECLUDE ANY UMPIRE FROM CALLING A BOWLER FOR THROWING, AT ANY TIME, IF THE UMPIRE IS IN NO DOUBT.**

Throughout the process clubs and coaches are to act in the best interests of the player and cricket in general with the overall welfare of the player and the game being the prime considerations.