

CHELMSFORD CRICKET CLUB CONDUCT AND DISCIPLINE PROCEDURE

Conduct and Discipline Procedure

The club requires all members (playing or otherwise) to adhere to the Code of Conduct and the Spirit of Cricket as established by the England and Wales Cricket Board, and endorsed by the Essex League.

It is the responsibility of the club Executive Committee, through a Disciplinary Committee, to ensure that complaints of unacceptable behaviour are promptly dealt with and, where appropriate, disciplinary action is taken. The Disciplinary Sub-Committee and Appeals Sub-Committee will be appointed and shall hear complaints in accordance with the Complaints and Discipline Policy contained in the Club's Constitution.

Members must adhere at all times to the Code of Conduct, whether in league or friendly cricket, or when playing in representative matches. Standards must also be upheld in club practice sessions.

Spirit of Cricket

In addition to playing at all times within the Laws of the game, the Spirit of Cricket seeks to encourage fair play between sides, and works from a basis of respect towards:

- Your opponents
- Your own captain and team
- The role of the umpires
- The games traditional values

Code of Conduct

The Code of Conduct is more explicit about required behaviour, and the following instances (though not exhaustive) will be deemed as unacceptable and a breach of the code:

- Dissent at an umpire's decision or reaction in a provocative or disapproving manner.
- Assault, intimidation, or the attempt to assault or intimidate an umpire, opponent, fellow player, official or spectator.
- Use of crude, foul, or abusive language whether directed at an individual or otherwise.
- Making of offensive gestures whether directed at an individual or otherwise.
- Making abusive comments or actions of a religious, racial, gender, sexual or any other connotation.
- Sledging or deliberate distraction of an opponent and persistent appealing in order to pressurise an umpire or opponent.
- Reckless or wilful damage to property, equipment, or playing surfaces.
- The use or distribution of illegal drugs, alcohol, or other substances.
- Ungentlemanly conduct, behaviour construed as unfair play, cheating, or any other action that is likely to bring the club, league or the game of cricket into disrepute.

Role of Captains

Team captains have a responsibility to ensure that the game is played within the Spirit of Cricket and that their players observe the Code of Conduct. Captains should intervene to deal with and stop unacceptable behaviour. A captain failing to make efforts to control their players' behaviour may be liable to a charge of encouraging misconduct, and in which case made subject to a disciplinary hearing along with the alleged offender(s).

Complaints Generally

Complaints about a member's conduct can be made by any individual who is either a) directly involved in or b) is a witness to the incident(s), whether in a playing, officiating or spectating capacity. The complaint in the first instance should be made to the team captain or, in his/her absence, to the Hon. Secretary, and such complaints should be forwarded to the Executive Committee for further consideration at the earliest opportunity. The Executive Committee will make preliminary enquiries to determine if the complaint is to be dealt with by way of a formal disciplinary hearing.

If progressing to a formal hearing then the individual will immediately be notified of the complaint, and made aware of the evidence presented to support the complaint. The individual will be given a minimum of 7 days notice of the hearing of the complaint, and the same notice period will apply to the hearing of a subsequent appeal. Where gross misconduct is deemed to have taken place, then the Executive Committee reserves the right to immediately suspend a member from representing the club, pending a formal hearing being arranged.

If appropriate, the team captain will be required to attend the hearing, and the individual may call a maximum of two witnesses to support his or her case. The individual shall have a fair opportunity to answer the charges, and present a case.

Where the complaint is against a colt, or young person under 18 member of the club, then he/she must be accompanied by an adult who, if required, can assist with the representations of the member. In such cases, the Club Child Welfare Officer must be advised that a disciplinary action has been raised against a colt member.

The decision of the Disciplinary Sub-Committee or subsequent Appeals Sub-Committee (if relevant) will be by way of a majority verdict. These Sub-Committees will reach their decisions in accordance with the Complaints and Discipline Policy contained in the Club's Constitution.

Once determined, the outcome of the hearing or appeal and any penalties imposed will be communicated to the member, and within 7 days from the decision having been reached. The Sub-Committee's decision will be confirmed in writing.

Where the incident occurred in a league fixture, the relevant league executive will be notified of the incident, the outcome of the club hearing, and any penalties imposed.

The original complainant will also be advised of the outcome.

Penalties

Where the complaint against the individual is upheld, and irrespective of any sanctions that may have already been imposed by any league authorities, either the Disciplinary Sub-Committee or Appeals Sub-Committee has the discretion to impose one or more of the following penalties:

- If the conduct constitutes gross misconduct, to terminate the member's membership forthwith.
- To suspend the member from playing any games for the club for a stipulated period of time.
- To collect from the individual the amount of any fine arising out of the incident, that has been imposed on the club.
- To recover from the individual any costs relating to property damage arising.
- To record a reprimand in writing, and to give a warning as to future conduct in the case of the first offence.

Disciplinary Record

A confidential record of the hearing, the final decision and the penalties imposed will be minuted. Along with a copy of the written notification to the individual, this record will be passed to the Hon. Secretary for retention for a period not exceeding 3 years.

AS: 14/11/2017.

Note: A copy of this complaints & disciplinary procedure to be printed in the Fixture Card for each season annually