



QUEENSLAND
CRICKET

CODE OF BEHAVIOUR

Annexure K: Code of Behaviour

INTRODUCTION

The QC Code of Behaviour Policy (**Policy**) supports the QC Integrity Framework by ensuring that all Cricket Participants and Cricket Organisations are aware of the expected standards of behaviour and processes to deal with conduct that breaches this Code. This Code aligns with Cricket Australia's core values of aspire, respect and lead together.

This Code applies in addition to and not in substitution for the ICC Code of Conduct and the Cricket Australia Code of Behaviour, the Anti-Harassment Code, and the Racial Vilification Code (**the Codes**).

This Code applies to all competitions and 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.

All Cricket Participants 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 fair play traditionally inherent in the Game is observed.

Queensland Cricket shall recognise and uphold sanctions implemented in other cricket competitions, both from within the State of Queensland and from other Australian State bodies.

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] and 1[b][viii] of this Code apply at any time. Sections 1[b][i], 1[b][ii], 1[b][iii], 1[b][iv] and 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. 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, their 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;
 - [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 Codes; and
 - [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 eight 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 Behaviour will in the first instance be heard and determined by a Queensland Cricket Conducts Commissioner unless the Commissioner decides to make a Penalty Offer or to refer the matter to a Conducts Committee hearing.

Penalty Offer:

- [i] a Penalty Offer may be made by a Conducts Commissioner based upon the report form submitted and any investigation that they may have subsequently made (e.g. speaking with umpires, captains, players etc), in lieu of a hearing under Clause 2[c];
 - [ii] a Penalty Offer may only be made for Level 1 or Level 2 offences;
 - [iii] a reported person is required to review and either accept or decline the Penalty Offer by 5pm on the next business day following issuance; and
 - [iv] a reported player who declines a Penalty Offer may be referred to a Conducts Committee.
- [c] The Commissioner will conduct a hearing, where possible, within 72 hours of the reported person's Club and/or Association being notified of the Code of Behaviour report:
 - [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 have a support person present [such as a Club representative]. A support person with legal training or experience in dispute resolution must declare that fact to the appointed Conduct Commissioner prior to the commencement of a hearing; and
 - [v] a support person is permitted to attend the hearing to act as an observer, however is not permitted to address the Commissioner or other hearing participants unless permitted by the Commissioner.
- [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 shall make a finding (on the balance of probabilities), and if found guilty on any charge, may impose any penalty thought fit in accordance with this Code. Where a player or official rejects a penalty imposed by a Commissioner the matter shall be referred to a Conducts Committee. As per 2[b], the Commissioner may also reserve their right to refer the matter to a Conducts Committee hearing.
 - [i] Where a Commissioner refers a matter to a Conducts Committee hearing, the Commissioner shall attend the hearing in the role of prosecutor of the matter, unless otherwise disqualified.
- [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 at least eight 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, where possible, prior to the reported person's next scheduled match:
 - [i] in private unless all parties to the report and the Commissioner agree otherwise;
 - [ii] in other respects as the Conducts Committee Chairperson 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 Chairperson;
 - [iii] may appoint another person to assist it;
 - [iv] may allow the person alleged to have breached the Code to have a support person present [such as a Club representative]. A support person with legal training or experience in dispute resolution must declare that fact to the Conducts Committee prior to the commencement of a hearing; and
 - [v] a support person is permitted to attend the hearing to act as an observer, however is not permitted to address the Commissioner or other hearing participants unless permitted by the Commissioner.
- [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 Chairperson 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.
- [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 Chairperson shall ensure that a completed Findings Sheet is lodged with the Chief Executive Officer of Queensland Cricket. The Chief Executive (or their delegate) 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 lodgement or pending lodgement of a report of their 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 within 72 hours after the completion of the match.

NOTE: Umpire[s] must nominate the grade of offence on the report unless otherwise stipulated.

- [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, they shall forward a written submission to the Chief Executive Officer of Queensland Cricket within 72 hours 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 - reflecting the seriousness of the alleged breach - Level 1, Level 2 or Level 3.

The Commissioner may invoke any of the following options:

[i] official reprimand (applicable only for Level 1 offences), or

[ii] match suspension (which may be suspended at the Commissioner's discretion), or

[iii] refer the report to the Conducts Committee who may impose any penalty as it sees fit.

- [g] If found guilty of a second 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 second 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 all offences, a penalty imposed by the Commissioner or Conducts Committee is to be served in the competition that the report originated from, and unless extenuating circumstances exist, the penalty shall be applied to the person's next scheduled match/es in that competition.

For all offences, the participant may not, at the discretion of the Commissioner, participate in any other cricket competition in Queensland for the period of their suspension.

- [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.

5 GUIDELINE OFFENCES

Each of the clauses set out in the Code of Behaviour (1[a], 1[b][i] to [viii]) have a Guideline Offence set out at Levels 1, 2 and 3. Whilst the Guideline Offences aim to identify behaviour that corresponds to particular levels, they are not deemed to be exhaustive in their description of reportable behaviour.

1[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.
NOTE	A captain may be reported under this clause for any breach of this clause of the Code of Behaviour. The Conducts Commissioner shall then appropriately grade the reported behaviour.
1[b][i]	Players and officials must not abuse cricket equipment or clothing, ground equipment or fixtures and fittings.
Level 1	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.
Level 2	In addition to Level 1, actions that may cause injury to other participants or spectators.
Level 3	In addition to Levels 1 & 2, actions that may cause serious injury to other participants or spectators
1[b][ii]	Players and officials must not assault or attempt to assault an umpire, a player, an official or spectator.
Level 1	This includes (but is not limited to): Engaging in inappropriate, but incidental physical contact with other players or officials in the course of play;
Level 2	This includes (but is not limited to): (a) Attempt to make inappropriate and deliberate physical contact with other players or officials not in the course of play; (b) Engaging in inappropriate and deliberate physical contact with other players or officials in the course of play; (c) Throwing the ball at or near a player or official in an inappropriate and/or dangerous manner (noting this does not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion).
Level 3	This includes (but is not limited to): (a) Threaten to assault another player, Team official or spectator; (b) Physically assault another player, umpire, referee, official or spectator; (c) Engage in any act of violence on the field of play.

1[b][iii]	Players and officials must not react with dissension, either towards an umpire, their decision, or generally, following an umpiring decision. <i>NOTE: This 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.</i>
Level 1	This includes (but is not limited to): (a) 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; (b) Disobeying an umpire's instruction during a match.
Level 2	Serious dissent, whereby the dissent is expressed by a specific action such as: (a) the shaking of the head, (b) snatching cap from umpire, (c) pointing at pad or inside edge, (d) other displays of anger or abusive language directed at the umpire, or (e) excessive delay in resuming play or leaving the wicket.
Level 3	Intimidate an umpire or referee whether by language or conduct. Includes appealing in an aggressive or threatening manner.
1[b][iv]	Players and officials must not use crude or abusive language, or otherwise engage in conduct detrimental to the spirit of the game.
Level 1	This includes (but is not limited to): swearing and offensive gestures which are not directed at another person such as swearing in frustration at one's own poor play or fortune.
Level 2	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 and/or may provoke a reaction from another person.
Level 3	This includes (but is not limited to): (a) In addition to Level 2, language or gestures which then incite another person to commit a Code of Behaviour breach; (b) Use language or gestures that offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's race, religion, gender, colour, descent, sexuality or national or ethnic origin.
1[b][v]	Players and officials must not indulge in conduct detrimental to the game.
Level 1	This includes (but is not limited to): (a) Engaging in excessive appealing (i.e. repeated appealing when the bowler/fielder knows the batter is not out with the intention of placing the umpire under pressure); (b) Breach any regulation regarding approved clothing or equipment.
Level 2	This includes (but is not limited to): (a) Charge or advance towards the umpire in an aggressive manner when appealing; (b) Deliberately and maliciously distract or obstruct another player or official on the field of play (includes actions under Laws 41.4 and 41.5); (c) 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; (d) Seriously breach any regulation regarding approved clothing or equipment.

Level 3	This includes (but is not limited to): (a) Changing the condition of the ball in breach of Law 41.3, such as 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; (b) Attempting to gain an unfair advantage during a Match.
NOTE 1	A player may be reported under this clause for any breach of Law 41 (Unfair Play) not specifically covered by the above. The Conducts Commissioner shall then appropriately grade the reported behaviour.
NOTE 2	A player or official may be reported under this clause for alleged incidents which are not adequately or clearly covered by another offence under the Code of Behaviour that is either: (a) Contrary to the Spirit of Cricket; (b) Unbecoming of a representative or official; (c) Is or could be harmful to the interests of cricket; or (d) Does or could bring the game of cricket into disrepute. The Conducts Commissioner shall then appropriately grade the reported behaviour.
1[b][vi]	Players and officials must in no way use crude or abusive hand signals.
Level 1	Point or gesture towards the pavilion in an aggressive manner upon the dismissal of a batter.
Level 2	Use crude or abusive hand signals towards another player, official or spectator that would cause offence, serious insult, or provoke an aggressive reaction.
Level 3	Use gestures that offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's race, religion, gender, colour, descent, sexuality or national or ethnic origin.
1[b][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.
Level 1	Does not apply.
Level 2	Does not apply.
Level 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, gender, colour, descent, sexuality or national or ethnic origin.

1[b][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. <i>NOTE: this 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 electronic media (e.g. website, social media etc).</i>
Level 1	Does not apply.
Level 2	Does not apply.
Level 3	Prohibited conduct under this rule includes (but is not limited to): (a) Denigrating or criticising any player, official, team, Cricket Australia, Queensland Cricket (and their employees or contractors) or any Commercial Partner of Cricket Australia, Queensland Cricket, or the affiliated Cricket Associations & Clubs; (b) Denigrating or criticising any player, umpire or official by inappropriately commenting on any aspect of their performance, abilities or characteristics; (c) Commenting on the likely outcome of or criticising the outcome of a hearing, report or any appeal; or (d) Criticising any evidence, submission, or comment made by any person at the hearing of a report or any appeal.

6 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 at least 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 follow the below process:
 - [i] Notice of intention to appeal must be lodged with the Chief Executive Officer, Queensland Cricket (or their delegate) by 5pm on the second business day following the Conducts Committee hearing;
 - [ii] The text of the appeal must be lodged with the Chief Executive Officer, Queensland Cricket (or their delegate) by no later than 5pm on the fifth business day following the Conducts Committee hearing;
 - [iii] A lodging fee of \$500.00 is to be paid to Queensland Cricket in conjunction with the text of the appeal, of which up to 80% of the fee may be refunded at the discretion of the Appeals Tribunal.
 - a. 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 Chairperson 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.