

Burnley CYMS Cricket Club - Code of Conduct

1. Application

This Code of Conduct applies to all Officials, Players, Volunteers, Members and Supporters of the Burnley CYMS Cricket Club.

2. Purpose

The objective of the Code is to ensure that all associated with the club conduct themselves in a fair and generous manner, at all times respecting umpires and opposition players, officials and supporters, whilst recognising the principle of fair play and the need to promote the game of cricket.

The Club is committed to ensuring safe, welcoming and inclusive environments for all people involved in the Club.

3. Fair Play Code

The Club has endorsed the Victorian Government's Fair Play Code, the guiding principles of which are:

- (a) integrity;
- (b) respect;
- (c) responsibility;
- (d) fairness; and
- (e) safety.

4. Behaviour

All members must conduct themselves appropriately and in a manner so as not to bring the Club into disrepute. Inappropriate behaviour includes any conduct that is unlawful, contrary to the Laws or Spirit of Cricket, or the Fair Play Code.

This applies to behaviour which:

- (a) occurs during the course of any match, training session or Club function;
- (b) involves public comment; and
- (c) involves conduct deemed by the club's committee to have brought the club into disrepute.

Examples of behaviour which the Club considers to be inappropriate includes:

- (a) personal heckling or sledging;
- (b) abuse directed at any official, player or spectator;
- (c) misuse of social network sites;
- (d) bullying or discrimination;
- (e) harassment (whether sexual or otherwise);
- (f) instances where people attend the club under the influence of illegal drugs or excessive alcohol consumption; and/or
- (g) any behaviour that creates a risk to the health and safety of other members of the Club, or the public, or makes a person feel unsafe.

5. Equal Opportunity

The Club does not accept discrimination on the basis of the following protected attributes:

- (a) age;
- (b) breastfeeding;
- (c) employment activity;
- (d) gender identity;
- (e) disability;
- (f) industrial activity;
- (g) lawful sexual activity;
- (h) marital status;
- (i) parental status or status as a carer;
- (j) physical features;
- (k) political belief or activity;
- (l) pregnancy;
- (m) profession, trade or occupation;
- (n) race;
- (o) religious belief or activity;
- (p) sex;
- (q) sex characteristics;
- (r) sexual orientation;
- (s) an expunged homosexual conviction;
- (t) a spent conviction;
- (u) personal association with a person who is identified with an attribute listed in paragraphs (a) to (t) above; or
- (v) the presumption that a person has an attribute listed in paragraphs (a) to (u) above.

Discrimination includes treating, or proposing to treat, a person unfavourably because of a protected attribute. It also includes imposing a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging persons with a protected attribute and is not reasonable.

Nothing in this policy obliges the chair of selectors, or a captain, to select a player for a match on any basis other than eligibility and merit.

6. Bullying and harassment

All persons associated with the Club are expected to treat others in a considerate, objective and courteous manner.

“Bullying” means repeated unreasonable behaviour by an individual, or group, that creates a risk to another person’s health and safety.

“Harassment” means engaging in unwanted conduct of a sexual nature, or that has the purpose or likely effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

The Club does not tolerate bullying or harassment.

Any member that engages in bullying or harassment will be subject to disciplinary action.

7. Property

All associated with the Club must show due regard for the property and facilities of the Club and the property, facilities and staff of other providers that are used during any authorised activities. Where a person breaches this provision, he or she may be subject to disciplinary action.

8. Social Media

All associated with the club are to not engage in any negative or harmful commentary towards others associated with the Club on any social media platforms. This includes posting statuses, images and/or comments.

9. Substance Abuse

Any member found to be using or distributing illegal substances on the Club premises and at any time while representing the Club will be subject to disciplinary action.

10. Complaints Handling Process

The Club must have a Child Safety Officer, which will be a member of the committee that is not the President.

All complaints will be overseen by the Child Safety Officer, unless the complaint is about the Child Safety Officer, in which case it will be overseen by the President.

Any complaint concerning child safeguarding must be reported to the Child Safety Officer (or President if the complaint is about the Child Safety Officer) and handled in accordance with Australian Cricket's Policy for Safeguarding Children and Young People 2024 and Cricket Victoria's Victorian Mandatory Reporting Guide for Child Abuse.

Any other complaints alleging a breach of the Code of Conduct may be made to any member of the committee. The person making the complaint must clarify whether they wish to be identified as the complainant, and whether they wish for their complaint to be investigated.

Where a complainant wishes for their complaint to be investigated, the complaint is to be brought to the attention of the Child Safety Officer and raised at the next meeting of the Committee. The Committee will then determine whether the complaint warrants investigation.

Following an investigation, or a decision not to investigate, the Committee will decide whether any disciplinary action is warranted and communicate its decision to the relevant people involved.

11. Disciplinary action and breaches of the Code of Conduct

The Club may take disciplinary action against a member if the member has failed to comply with the Club Constitution, refused to support the purposes of the Club, or engaged in conduct prejudicial to the Club (including by breaching this Code of Conduct).

The Club can impose the following sanctions on members by following the process in the Club Constitution:

- (a) suspend the membership rights of a member for a specified period; or
- (b) expel the member from the Club.

The Committee may, at its discretion, suspend a player by making them ineligible for selection for a period not exceeding the season in which the breach of the Club Constitution or Code of Conduct occurred.

12. Conflicts of Interests

The Club acknowledges that situations may arise where a player or committee member's personal interests may come into conflict with the interests of the Club.

Full members of the Club are entitled to participate in general meetings, which is the highest decision-making body of the Club. Players are required to refrain from voting and participating in deliberations if a matter arises at a general meeting which gives rise to a conflict of interests.

Committee members may be required to complete a conflict-of-interest declaration upon request.

Committee members are required to disclose to the committee any personal interest they have in a matter being considered by the Committee. The Committee will then decide whether that interest warrants the person making the disclosure from absenting themselves from deliberations, or whether disclosure of their interest is sufficient.

Whether an interest actually influences the decision maker will not always determine whether a conflict of interests has arisen. On occasions, the perception of a conflict may warrant the member of officer not participating or voting on a matter.

13. Competition Manipulation and Sports Wagering

Cricket Victoria and Cricket Australia policies regarding competition manipulation and sports wagering are adopted as the official policy of the Burnley CYMS Cricket Club Inc.

14. Review of Code of Conduct

This Code of Conduct will be continuously reviewed by the Committee and is subject to change.