

MEMORANDUM



To: State and Territory Association CEOs, State High Performance Managers, BBL GMs, AC – Head of PAC, CA Contracted Players, State Contracted Players, Match Officials – NUP, Match Officials – SUP, Match Officials – CA Match Referees, Match Officials – Supplementary Match Referees, CA – National Teams, CA – High Performance, Player Development Managers, ACA Accredited Player Agents, Alistair Nicholson, Joe Connellan, Graham Smith, Brendan Drew, Brad Fisher

From: Nicole Malcher, Integrity Manager

c.c. Nick Hockley, Ben Oliver, Drew Ginn, Peter Roach, Christine Harman, Sean Easey, Cate Ryan, Alex Kountouris, Anthony Everard, Alistair Dobson

Subject: Codes and Policies Update for 2020-21 Season

Date: 3 October 2020

As we launch into the domestic summer of cricket over the coming week with teams assembling for the Sheffield Shield and the Victorian based WBBL players, support staff, match officials and others heading to Sydney for their quarantine period, please find attached the CA Codes and Policies for 2020/21.

These codes will be uploaded to the CA Website (and AMS) early next week, and include:

1. Code of Conduct;
2. Anti-Corruption Code;
3. Minimum Standards for Players' and Match Officials' Area;
4. Anti-Doping Code;
5. Illicit Substances Rule;
6. Anti-Discrimination Code; and
7. Anti-Harassment Code.

Save for the Anti-Harassment Code and the Anti-Discrimination Code (previously the Anti-Racism Code), the Codes remain largely unchanged for the upcoming season. Detailed below is a summary of the changes:

Anti-Discrimination Code

The Anti-Discrimination Code expands on the Anti-Racism Code and will include any form of discrimination, namely

'conduct (whether through the use of language, gestures or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify any reasonable person in the position of a Player, Player Support Personnel, Umpire, Match Referee, Umpire Support Personnel or any other person (including a spectator) on the basis of their race, religion, culture, colour, descent, national or ethnic origin, sex, gender, sexual orientation, disability, marital status and/or maternity status.'

These changes are critical to ensuring that:

- any matters of discrimination or vilification that occur **during or in relation to a cricket match** are treated under the one Code, no matter who the comments are targeted towards;
- any disciplinary action in respect of such conduct is dealt with under the Anti-Discrimination Code, escalating the matter to the Head of Integrity for investigation in the first instance, with the option for conciliation between the parties or a Notice of Charge to be issued (at the discretion of CA or where a party does not agree to participate in the conciliation);
- CA's position on discrimination aligns with the ICC's Anti-Discrimination Code.

In the event the matter cannot be resolved (or conciliation is not appropriate in the circumstances), a Notice of Charge is issued and the matter treated in a similar way to the Code of Conduct, with the matter proceeding to a Conduct Commission in the instance that the individual wishes to contest the offence and/or sanction.

It is important to note that, in the instance of a first offence, the range of sanctions under the Anti-Discrimination Code (if cannot be resolved) is between **4 to 8 suspension points and participation in a compulsory education program**.

Anti-Harassment Code

The Anti-Harassment Code has been amended to include a prohibition on bullying, in line with The Ethics Centre review. Also included in the Anti-Harassment Code is a conciliation processes, similar to that detailed in the Anti-Discrimination.

Anti-Corruption Code

Sanctions under the Anti-Corruption Code have been amended to ensure alignment with the ICC Anti-Corruption Code, in some instances lowering the range of permissible period of ineligibility. The revised sanction table is set out below:

ANTI-CORRUPTION CODE OFFENCE	RANGE OF PERMISSIBLE PERIOD OF INELIGIBILITY
Articles 2.1.1 to 2.1.5 (Corruption)	A minimum of five (5) years and a maximum of a lifetime.
Articles 2.2.1 to 2.2.3 (Betting)	A minimum of one (1) year and a maximum of five (5) years.
Articles 2.3.1 and 2.3.3 (as it relates to an offence under Article 2.3.1) (Misuse of inside information)	A minimum of one (1) years and a maximum of five (5) years.
Articles 2.3.2 and 2.3.3 (as it relates to an offence under Article 2.3.2) (Misuse of inside information)	A minimum of six (6) months and a maximum of five (5) years.
Articles 2.4.1 to 2.4.6 (General)	A minimum of six (6) months and a maximum of five (5) years).
Articles 2.4.7 to 2.4.9 (General)	Any period from zero up to a maximum of five (5) years.



Anti-Doping Code

On 1 July 2020, ASADA ceased to exist as an organisation, with Australia's National Anti-Doping Organisation now formally known as Sport Integrity Australia (SIA).

The CA Anti-Doping Code has been updated to refer to SIA as required under legislation.

In addition to these amendments, the Integrity team will shortly undertake a full re-write of the CA Anti-Doping Code to meet the requirements of the new World Anti-Doping Code which comes into effect on 1 January 2021.

Representative and Support Person

Under amendments to the Code of Conduct and the Anti-Corruption Code, persons participating in an investigation, will now be permitted to have in attendance at any interview, one Representative and one Support Person (previously, only a representative was permitted).

Persons' captured by the CA Codes and Policies

As we enter a season of Hubs and prolonged travel across players, support staff, match officials, CA and State and Territory Association staff, these Codes and Policies are critical to ensuring the health and safety of all participants, as well as protecting the integrity of our competitions.

All persons entering Hubs (and others) are required to comply with and understand these Codes and Policies (noting the application of the CA Anti-Doping Code and CA Illicit Substances Rule as detailed below), along with those traditionally captured by the Codes and Policies.

For the CA Anti-Doping Code and the CA Illicit Substances Rule:

- CA Anti-Doping Code – as captured by the Code, including Players and Player Support Personnel; and
- CA Illicit Substances Rule – Players only (the CA Alcohol, Drug Use and Smoking Policy (and the equivalent State and Territory Association/ACA policy) will apply to all other persons' in the Hub).

Emma Gronow, CA's Education Manager, has been working with PDMs, Clubs and PAC departments to ensure integrity education (as well as general biosecurity education) is delivered in the lead up to the season. This education has been delivered through online education modules, webinars and knowledge surveys – with ongoing 'check in's' throughout the season. Should you have any queries in relation to this education, please let Emma know.

Please let any member of the Integrity team know if you have any queries.

Good luck for the season, we hope everyone remains safe and well and that we have a great summer of cricket!

Regards

NICOLE MALCHER
INTEGRITY MANAGER