

ANTI-DISCRIMINATION CODE FOR PLAYERS AND PLAYER SUPPORT PERSONNEL

INTRODUCTION

CA is the national federation responsible for the governance of the sport of cricket and the Anti-Discrimination Code for *Players* and *Player Support Personnel* (the “**Anti-Discrimination Code**”) is adopted and implemented as part of CA’s continuing efforts to maintain the public image, popularity and integrity of cricket by providing: (a) an effective means to deter any participant from conducting themselves in a manner that may be construed as discriminatory or offensive based on certain protected personal characteristics of another; and (b) a robust disciplinary procedure pursuant to which all matters of improper conduct of this nature can be dealt with fairly, with certainty and in an expeditious manner.

Unless otherwise indicated, references to Articles and Appendices are to articles and appendices of the *Anti-Discrimination Code*. Words in italicised text in the *Anti-Discrimination Code* are defined terms and their definitions are set out in Appendix 1.

ARTICLE 1 SCOPE AND APPLICATION

- 1.1. All *Players* and *Player Support Personnel* are automatically bound by and required to comply with all of the provisions of the Anti-Discrimination Code. Accordingly, by their participation or involvement in any way in the sport of cricket in Australia, such *Players* or *Player Support Personnel* shall be deemed to have agreed:
 - 1.1.1. that it is their personal responsibility to familiarise themselves with all of the requirements of the Anti-Discrimination Code, including what conduct constitutes an offence under the Anti-Discrimination Code;
 - 1.1.2. to submit to the exclusive jurisdiction of any *Commissioner* or *Appeal Panel* convened under the *Anti-Discrimination Code* to hear and determine charges brought (and any appeals in relation thereto) pursuant to the *Anti-Discrimination Code*; and
 - 1.1.3. not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the *Commissioner* or *Appeal Panel*.
- 1.2. Without prejudice to Article 1.1, CA and the State and Territory Associations shall be responsible for promoting *Anti-Discrimination Code* awareness and education amongst all *Players* and *Player Support Personnel*.
- 1.3. It is acknowledged that *Players* and *Player Support Personnel* may also be subject to other rules of State and/or Territory Associations that govern discipline and/or conduct, and that the same conduct of such *Players* and/or *Player Support Personnel* may engage not only the *Anti-Discrimination Code* but also such other rules that may apply. For the avoidance of any doubt, *Players* and *Player Support Personnel* acknowledge and agree that: (a) the *Anti-Discrimination Code* is not intended to limit the responsibilities of any *Player* or *Player Support Personnel* under such other rules and will not in any way restrict the imposition of penalties for breach of those rules; and (b) nothing in such other rules shall be capable of removing, superseding or amending in any way the jurisdiction of the *Commissioner* or *Appeal Panel* to determine matters properly arising pursuant to the *Anti-Discrimination Code*.
- 1.4. The conduct prohibited under the *Anti-Discrimination Code* may also constitute a breach of other applicable laws or regulations (e.g. those governing equal opportunities and/or anti-

discrimination). The *Anti-Discrimination Code* is intended to supplement such laws and regulations with further rules of professional conduct for those involved in the sport of cricket. It is not intended, and may not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. *Players* and *Player Support Personnel* must comply with all applicable laws and regulations at all times.

ARTICLE 2 OFFENCE

- 2.1** The following conduct, if committed by a *Player* or *Player Support Personnel* at any time during, or in relation to, a *Match*, shall amount to an offence under the *Anti-Discrimination Code*:
- 2.1.1** Engaging in any conduct (whether through the use of language, gestures, actions 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* 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.