

BARBADOS CRICKET ASSOCIATION

CODE OF CONDUCT FOR PLAYERS AND OFFICIALS

CONTENTS

0. PREAMBLE

- 0.1 This Code of Conduct is intended to stimulate and foster the highest traditions of cricketing sportsmanship for which Barbados is known.
- 0.2 The Code of Conduct applies to all players and officials, whether on or off the field. It is the responsibility of the BCA and every member club to acquaint its officials and players with the requirements of this Code of Conduct.
- 0.3 All players and officials are expected to conduct themselves at all times in a fair, honest, sportsmanlike and courteous manner. On tours and in all representative matches, they are expected to uphold the best traditions of cricket and to show a high degree of team spirit and commitment to the interests of Barbados cricket

1. THE BARBADOS CRICKET ASSOCIATION

The Barbados Cricket Association (BCA) was established in 1933 by an Act of Parliament (1933-12) to promote and control the game of cricket in Barbados.

Prior to the incorporation of the BCA the Barbados Challenge Cup Committee organised a competition in 1892 for the Challenge Cup and to this day Clubs competing in the First Division Competition vie for this Cup.

Seven Clubs (including two Schools) participated in the initial Competition; currently there are seventy-seven Clubs (including twenty Schools) participating in the various competitions.

The Barbados Cricket Association continues to implement programmes for the improvement of Cricket and the cricketers throughout Barbados.

2. DEFINITIONS

In this Code, the following definitions shall apply:

- 2.1 “Barbados Cricket Association” means the governing body responsible for the administration, management and development of cricket in Barbados as recognized by the Barbados Cricket Association Act 1933-12.
- 2.2 “**BCA Disciplinary Committee**” means the Disciplinary & Ethics Committee established by the BCA Board for the purpose of adjudicating matters that fall within this Code.
- 2.3 “**Board**” means the Board of Management of the Barbados Cricket Association.

- 2.4** “**Chief Executive Officer of the Barbados Cricket Association**” means the person holding that position from time to time including any person acting in that position.
- 2.5** “**Cricket Operations Manager of the Barbados Cricket Association**” means the person holding that position from time to time including any person acting in that capacity.
- 2.6** “**ICC**” means the International Cricket Council.
- 2.7** “**Match**” means any cricket match played under the jurisdiction or auspices or with the consent or approval of the BCA whether in Barbados or elsewhere.
- 2.8** “**Match Referee**” means a person appointed by the BCA to carry out, inter alia, the functions mentioned in Section 4 of this Code.
- 2.9** “**Member Club**” means any club or school in Barbados which is a member of the BCA.
- 2.10** “**Team**” means any cricket team selected by, or under the auspices of the BCA.
- 2.11** “**Team official**” means:
- (a) the manager of a Team
 - (b) a member of the coaching, medical or fitness staff of a Team;
 - (c) the selectors of a Team;
 - (d) any other person acting in an official capacity in relation to a Team;
- 2.12** “**Team Management Committee**” means the manager, coach, captain and vice-captain of a Barbados National Team.
- 2.13** “**Playing Control Team**” means the Match Referee, the two standing Umpires, the reserve Umpire an, where applicable, the TV replay Umpire.

3. INTERPRETATION

- 3.1** In the interpretation of this Code:
- (a) a construction that would promote the purpose or object underlying the Code is to be preferred to a construction that does not promote that purpose or object;
 - (b) consideration may be given to any matter or document that is relevant; and
 - (c) words in the singular include the plural and vice versa.

4. APPLICATION OF THE CODE

- 4.1** This Code applies to players and team officials with respect to conduct on and off the field of play. Subject to Item 10, the Code applies in addition to (and not in substitution of) the ICC Code of Conduct.

4.2 The Code shall be enforced in accordance with procedures laid down in these Rules.

4.3 All players and team officials shall be deemed acquainted with this Code.

5. CAPTAINS

5.1 Captains are responsible at all times for ensuring that play is conducted within the spirit of the game of cricket as well as within the Laws and in accordance with this Code.

5.2 During the playing of a match, if an individual member of a team, who cannot be identified, breaches the Code, then the captain of that team may be liable to be sanctioned

6. RULES FOR BEHAVIOUR - OFFENCES

Each of the rules governing behaviour has a guideline. The guidelines are intended as aids to interpretation only. Where there is any doubt as to the interpretation of the rule, the provisions of the rule shall take precedence.

6.1 Level 1 Offences

The Offences set out in Rules 1.1 to 1.5 inclusive are Level 1 Offences. The range of penalties which shall be imposed for a Level 1 Offence is set out in Item 10 of this Code. Players and, where applicable, team officials must not:

Rule No.	Rule	Guidelines
1.1	abuse cricket equipment or clothing, ground equipment or fixtures and fittings	<ul style="list-style-type: none"> Includes 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.
1.2	show dissent at an umpire's decision by action or verbal abuse	<ul style="list-style-type: none"> Includes obvious disappointment with an umpire's decision or with an umpire making the decision and obvious delay in resuming play or leaving the wicket. This rule 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 afterwards lodging a formal complaint.
1.3	use language that is obscene, offensive or insulting and/or the making of an obscene gesture	<ul style="list-style-type: none"> This includes swearing and offensive gestures which are not directed at another person such as swearing in frustration at one's own poor play or fortune.
1.4	engage in excessive appealing	<ul style="list-style-type: none"> Excessive shall mean repeated appealing with the intention of placing the umpire under pressure. It is not

Rule No.	Rule	Guidelines
		intended to prevent enthusiastic appealing. However, the practice of celebrating or assuming a dismissal before the decision has been given is within the ambit of this rule.
1.5	point or gesture towards the pavilion in an aggressive manner upon the dismissal of a batsman	<ul style="list-style-type: none"> • Self explanatory.

6.2 Level 2 Offences

The Offences set out in Rules 2.1 to 2.10 inclusive are Level 2 Offences. The range of penalties which shall be imposed for a Level 2 Offence is set out in Item 10 of this Code. Players and, where applicable, team officials must not:

Rule No.	Rule	Guidelines
2.1	repeat any Level 1 offence within 12 months of such offence.	
2.2	show serious dissent at an umpire's decision by action or verbal abuse	<ul style="list-style-type: none"> • Dissent should be classified as serious where the dissent is expressed by a specific action such as the shaking of the head, snatching cap from umpire, pointing at pad or inside edge, other displays of anger or abusive language directed at the umpire or excessive delay in resuming play or leaving the wicket. • This rule 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 afterwards lodging a formal complaint.
2.3	engage in inappropriate and deliberate physical contact with other players or officials in the course of play	<ul style="list-style-type: none"> • Players will breach this regulation if they deliberately walk or run into or shoulder another player, official or match official.
2.4	charge or advance towards the umpire in an aggressive manner when appealing	<ul style="list-style-type: none"> • Self explanatory.

Rule No.	Rule	Guidelines
2.5	deliberately and maliciously distract or obstruct another player or official on the field of play	<ul style="list-style-type: none"> • Self explanatory • Players will breach this rule if they deliberately attempt to distract the batsman on strike by words or gestures or deliberately shepherd a batsman while running or attempting to run between wickets.
2.6	throw the ball (or any other item such as a water bottle etc.) at or near a player or official in an inappropriate and/or dangerous manner	<ul style="list-style-type: none"> • This rule will not prohibit a fielder or bowler from returning the ball to the stumps while genuinely seeking to effect a run out or a prompt continuation of play
2.7	use any language or gesture that is obscene, offensive or of a seriously insulting nature to another player, umpire, match referee, team official or spectator.	<ul style="list-style-type: none"> • This is referable to language or gestures directed at another person. See comments under Rule 1.3 above in relation to the seriousness of the breach.
2.8	change the condition of the ball in breach of Law 42.3	<ul style="list-style-type: none"> • Prohibited behaviour includes tampering with the seam or deliberately throwing the ball into the ground for the purpose of distorting the shape , softening or advancing its wear and tear, or by applying a substance or substances not permitted by the authorised playing conditions
2.9	without limiting Rule 8, attempt to manipulate a match in regard to the result, net run rate, bonus points or otherwise.	<ul style="list-style-type: none"> • 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 position such as for example, bonus points, net run rate or quotient.
2.10	public criticism of, or inappropriate comment on a match related incident or match official.	<ul style="list-style-type: none"> • Players and team officials will breach this rule if they publicly criticise the match officials or denigrate a player or team against which they have played in relation to incidents which occurred in a match.

6.3. Level 3 Offences

The Offences set out in Rules 3.1 to 3.4 inclusive are Level 3 Offences. The range of penalties which shall be imposed for a Level 3 Offence is set out in Item 10 of this Code. Players and, where applicable, team officials must not:

Rule No.	Rule	Guidelines
3.1	repeat any Level 2 offence within 12 months of such offence.	
3.2	intimidate an umpire or match referee whether by language or conduct	<ul style="list-style-type: none"> • Includes appealing in an aggressive or threatening manner.
3.3	threaten to assault another player, Team official or spectator	<ul style="list-style-type: none"> • Self explanatory.
3.4	use any language or gesture that offends, insults, humiliates, intimidates, threatens, disparages or vilifies another person.	<ul style="list-style-type: none"> • Includes any language or gesture on the basis of that person's race, religion, colour, descent, national or ethnic origin, opinion held or expressed. • In assessing the seriousness of a breach the degree to which the behaviour was likely to give offence (to the ordinary person) and whether it was directed specifically towards any person or persons shall be taken into account.

6.4 Level 4 Offences

The Offences set out in Rules 4.1 to 4.5 inclusive are Level 4 Offences. The range of penalties which shall be imposed for a Level 4 Offence is set out in Item 10 of this Code. Players and, where applicable, team officials must not:

Rule No.	Rule	Guidelines
4.1	repeat any Level 3 offence within 12 months of such offence.	

4.2	threaten to assault an umpire or referee	<ul style="list-style-type: none"> • Self explanatory.
4.3	physically assault another player, umpire, referee, official or spectator	<ul style="list-style-type: none"> • Self explanatory.
4.4	engage in any act of violence on the field of play	<ul style="list-style-type: none"> • Self explanatory.
4.5	use any language or gesture that seriously offends, insults, humiliates, intimidates, threatens, disparages or vilifies another person..	<ul style="list-style-type: none"> • See comments under 3.4 above in relation to the seriousness of the breach.

6.5. Laws of Cricket and Spirit of the Game

Rule No.	Rule	Guidelines
5	players must obey the <i>Laws of Cricket</i> and play within the spirit of the game.	<ul style="list-style-type: none"> • The captain, the team coach and where appropriate the manager must use their best efforts to ensure that their team and individual members of the team comply with this rule • This is meant as a general rule to deal with situations where the facts of or the gravity or seriousness of the alleged incident are not adequately or clearly covered by the offences set out in Rules 1 – 4 (inclusive) of the Code. • Conduct which will be prohibited under this rule includes using an illegal bat, time wasting and any conduct which is considered “unfair play” under Law 42 of the Laws of Cricket. • Reference may be made to any statement or explanation of the Spirit of Cricket published in conjunction with the Laws of Cricket.

6.6 Unbecoming Behaviour

Rule No.	Rule	Guidelines
<p>6</p> <p>6 (cont)</p>	<p>players and team officials must not at any time engage in unbecoming behaviour that could bring the game of cricket into disrepute or be harmful to the interests of cricket</p>	<ul style="list-style-type: none"> • This is also meant as a general rule to deal with situations where the facts of or the gravity or seriousness of the alleged incident are not adequately or clearly covered by the offences set out in Rules 1 – 4 (inclusive) of the Code. • It is intended to include serious or repeated criminal conduct, public acts of misconduct, unruly public behaviour and cheating during play and inappropriate public comment which falls outside of Rule 2.11 and which is detrimental to the interests of the game. In this respect any comment which denigrates another member club or another player, team official, spectator, umpire or match referee shall be prohibited under this regulation. • This rule applies in the following circumstances: <ul style="list-style-type: none"> (a) subject to paragraph (b), participation in any match, tour or training camp in Barbados or elsewhere – from the time of departure from the player’s or team official’s usual private residence prior to the tour or camp until return to that residence after the tour or camp; (b) participation in a home match or series of home matches – from the commencement of the day before the first day of the match or series of matches until the end of the day following the conclusion of the match or series of matches; (c) participation in a home training session – from the time of arrival at the venue until departure; and (d) attendance at an official cricket function or performance of obligations under a contract with the BCA - from the time of departure from the player’s or team official’s usual private residence prior to the function or performance of the obligation until return to that residence afterwards. <p>Notwithstanding the foregoing, this rule applies at all times where the unbecoming behaviour involves:</p>

Rule No.	Rule	Guidelines
		<ul style="list-style-type: none"> (i) serious or repeated criminal conduct; or (ii) public comment or comment to or in the media.

6.7 Anti-Doping Policy

Rule No.	Rule	Guidelines
7	players and team officials must obey BCA's Anti-Doping Policy (as amended from time to time).	<ul style="list-style-type: none"> • Any behaviour prohibited by this rule shall be considered under the Anti-Doping Policy and not under the Code of Conduct.

6.8 Betting, Match-fixing and Corruption

Players or team officials must not, directly or indirectly, engage in the following conduct:

Rule No.	Rule	Guidelines
8	<ul style="list-style-type: none"> (a) bet, gamble or enter into any other form of financial speculation on any cricket match or on any event connected with any cricket match (for the purposes of this Rule, an Event); (b) induce or encourage any other person to bet, gamble or enter into any other form of financial speculation on any cricket match or on any Event or to offer the facility for such bets to be placed; (c) be a party to contriving or attempting to contrive the result of any cricket match or the occurrence of any event in exchange for any benefit or reward (d) fail to attempt to perform to the best of his ability in any cricket match for any reason whatsoever other than for 	<ul style="list-style-type: none"> • For the purpose of this Rule: <ul style="list-style-type: none"> (a) a reference to a "cricket match" includes any cricket match whatsoever played anywhere in the world and is not restricted to a cricket match in which the player or team official concerned, or any Team, took part; and (b) a reference to an "attempt" shall include an offer or an invitation. • This rule includes deliberate underperformance owing to an arrangement relating to betting on the outcome of any cricket match or on the occurrence of any Event

Rule No.	Rule	Guidelines
8 (cont)	<p>legitimate tactical reasons in relation to that cricket match;</p> <p>(e) induce or encourage any player not to attempt to perform to the best of the player's ability in any cricket match for any reason whatsoever other than for legitimate tactical reasons in relation to that cricket match;</p> <p>(f) for benefit or reward (whether for the player him or herself or any other person), provide any information concerning the weather, the state of the ground, a team or its members (including, without limitation, the team's actual or likely composition, the form of individual players or tactics) the status or possible outcome of any cricket match or the possible occurrence of any event other than in connection with bona fide media interviews and commitments;</p> <p>(g) engage in any other form of corrupt conduct in relation to any cricket match or event;</p> <p>(h) fail to disclose promptly to the Chief Executive Officer of the BCA or his duly authorised representative that he has received an approach from another person to engage in conduct such as that described in Rule 8 (a) – (g) above (such disclosure to be in writing and include full particulars of any such approach);</p> <p>(i) fail to disclose promptly to the Chief Executive Officer of the WICB or his duly authorised representative that he knows or reasonably suspects that any current or former player or official or any other person has engaged in</p>	<ul style="list-style-type: none">• It shall be a valid defence to a charge in respect of any prohibited conduct set out in Rule 8(h), (i) and (j) if the conduct was the result of an honest and reasonable belief that there was a serious threat to the life or safety of the person charged or any member of the person's family

Rule No.	Rule	Guidelines
	<p>conduct, or been approached to engage in conduct, such as that described in Rule 8 (a) – (g) above (such disclosure to be in writing and include full particulars of any such knowledge or suspicion);</p> <p>(j) fail to disclose promptly to the Chief Executive Officer of the BCA or his duly authorised representative that he or she has received, or is aware or reasonably suspects that another player or official or any other person has received, actual or implied threats of any nature in relation to past or proposed conduct such as that described in Rule 8 (a) – (g) above (such disclosure to be in writing and include full particulars of any such knowledge or suspicion); or</p> <p>(k) engage in conduct that relates directly or indirectly to any of the conduct described in Rule 8 (a) – (j) above and is prejudicial to the interests of the game of cricket.</p>	

6.9 Rule 9 - Detrimental Public Comment

Rule No.	Rule	Guidelines
9	<p>players and team officials shall not make public or media comment which is detrimental to the interests of the game</p>	<p>Players and team officials will breach this rule if by making any public or media comment they:</p> <ul style="list-style-type: none"> publicly denigrate another player or publicly denigrate or criticise a, team official, umpire, referee or team against which they have played or will play, whether in relation to incidents which occurred in a match or otherwise;

		<ul style="list-style-type: none"> • denigrate a country in which they are or are likely to be touring or officiating; • denigrate the home country of a touring team against which they are or are likely to be playing or in respect of which they are or are likely to be officiating; • denigrate another player, team official, umpire or match referee by inappropriately commenting on any aspect of his or her performance, abilities or characteristics; • comment on the likely outcome of a hearing or a report or an appeal; • criticise the outcome of a hearing or an appeal; or • criticise any evidence, submission or other comment made by any person at the hearing of a report or any appeal.
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6.10 Rule 10 - Ethnic and Religious Vilification

Rule No.	Rule	Guidelines
10	without limiting Rules 3.4 and 4.5, players and team officials must not engage in any conduct, act towards or speak to any other player or official in a manner which offends, insults, humiliates, intimidates, threatens, disparages or vilifies another player or official on the basis of that person's race, religion, colour, descent or national or ethnic origin	<ul style="list-style-type: none"> • Self explanatory

Rule No.	Rule	Guidelines
11 (cont)		<ul style="list-style-type: none"> • practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance; • unwanted physical contact including touching, petting pinching or kissing; • unwelcome sexual flirtations, advances, requests or invitations for sexual favours or • physical or sexual assault <p>Sexual harassment most commonly occurs in the form of behaviour by males towards females; however, sexual harassment can also occur between males, between females, or as behaviour by females towards males.</p> <p>Any retaliation against a person for having:</p> <ul style="list-style-type: none"> • filed a complaint under this Code • participated in any action under this Code; or • been associated with a person who filed a complaint or participated in any procedure under this Code <p>will be treated as harassment and will not be tolerated</p>

7. DISCIPLINARY COMMITTEE

7.1 Powers

7.1.1 The Disciplinary Committee of the BCA shall, and shall have the power to

- (a) adjudicate upon breaches of the Code;
- (b) impose penalties for any breaches of the Code
- (c) hear appeals from decisions of the Match Referee or the Tour Management Committee when the latter acts in place of the Disciplinary Committee .

7.2 Media

7.2.1 A member of the Disciplinary Committee shall not adjudicate in any matter in which he has previously commented upon publicly whether in the media or elsewhere.

7.3 Register

7.3.1 The Disciplinary Committee shall maintain a register of all reports of alleged breaches of this Code and of all complaints referred to the Disciplinary Committee under the Ethnic and Religious Vilification Code and the Anti Harassment Policy. The outcome of any hearings and appeals including any penalty imposed must be recorded in the register. The Match Referee and the Disciplinary Committee may have access to the register for the purpose of assisting them in fixing any penalty for a breach of this Code of Conduct and of the Ethnic and Religious Vilification Code and the Anti Harassment Policy. No reference may be made to the register prior to the making of a finding of guilt or innocence. The Cricket Operations Manager shall be the official charged with the keeping of the register.

8. REPORTS

For the purpose of this section the jurisdiction of the Match Referee includes:

- a) offences committed on the field of play during a match
- b) offences committed off the field of play but within the precincts of the ground during a match
- c) offences committed wheresoever in connection with rule 2.11 occurring during the course of a series , tour or tournament

8.1 Eligibility to Lodge A Disciplinary Report

8.1.1 Subject to 8.2.2 below ,an alleged breach of the Code can be reported by:

- a) any player participating; or
- b) any umpire or Match Referee officiating in the Match in connection with which the alleged breach occurs
- c) the manager of either Team; or
- d) the President or Secretary of the member club represented by either Team participating in the Match in connection with which the alleged breach occurs
- e) the manager of the Team; or
- f) the President or Secretary of the member club of the person alleged to have committed the breach where the alleged breach does not occur in connection with a Match
- g) any interested person through any of the persons mentioned from (a) through (f) above.

8.1.2 Prior to any alleged breach of Rules 1 to 7 (inclusive) and Rules 10 and 11 being reported by any of the persons referred to in 8.1.1 (b), (c), (d), (e) (f) above that person may first consult with the Umpire or Umpires in respect of any on field conduct or behaviour that is alleged to have breached this Code, but the decision to report an alleged breach shall remain that of the named person.

8.2 Procedure for Dealing With Disciplinary Matters

8.2.1 Reports Procedure – Levels 1-4 Offences and Rules 5 to7, 9 to11

- a) A person entitled to make a report of an alleged breach under Levels 1 to 4 Offences and Rules 5 to 7 and 9 to 11 where such alleged breach falls under the jurisdiction of the Match Referee shall advise the Match Referee at the earliest opportunity and no later than eighteen (18) hours after the day's play in which the incident occurred.
- b) In cases where the alleged breach does not fall under the jurisdiction of the Match Referee or where there is no Match Referee the person entitled to make a report of an alleged breach under Levels 1 to 4 Offences and Rules 5 to 7 and 9 to 11 shall advise the Cricket Operations Manager of the BCA or his/her nominee at the earliest opportunity.
- c) The President or Secretary of the member club may lodge a report with the Cricket Operations Manager within 10 business days of becoming aware of any facts which are capable of substantiating a charge under this Code.
- d) Upon receipt of the report the Match Referee or the Cricket Operations Manager, as soon as reasonably practicable, shall ensure that the report is reduced to writing as close as possible to Appendix A and he shall serve the person against whom the report is made with copies of the accusation and any supporting statements and the rule or rules of the Code allegedly breached.
- e) The person against whom the allegation has been made shall submit his response within 10 days.

8.2.2 Reports Procedure – Rule 8

- a) An alleged breach of Rule 8 may only be reported to the Cricket Operations Manager of the BCA. Upon receipt of the report the Cricket Operations Manager, as soon as reasonably practicable, shall ensure that the report is reduced to writing as close as possible to Appendix A. and he shall serve the person against whom the report is made with copies of the accusation and any supporting statements and the rule or rules of the Code allegedly breached.

8.2.3 A report may be withdrawn at any time prior to a hearing.

8.2.4 Where there are separate incidents in the course of a match, separate charges should be laid.

9. HEARINGS

9.1 Procedures

After a report has been received and proper notification given, the following procedures must be carried out:

9.1.1 Levels 1 to 4 Offences and Rules 5 to 11

Save where the Match Referee is the person initiating a report, the Match Referee may hear and determine matters falling within his jurisdiction. In the event the Match Referee considers that a Level 2 breach may result in a match ban the matter should be referred directly to the Disciplinary Committee.

Alleged Level 2 breaches (when referred by the Match Referee) and Level 3 or higher breaches of the Code of Conduct shall be heard by the Disciplinary Committee.

- a) The Match Referee or where applicable the Disciplinary Committee must arrange the hearing as soon as possible and the decision should be made within a reasonable time
- b) Subject to sub-clause 9.1.1 g), the hearing may be attended by the reported person, his Captain or Team Manager (if applicable) and the initiator of the report, none of whom may be denied the right to appear at the hearing.
- c) The Match Referee or where applicable the Disciplinary Committee may proceed with the hearing if the reported person, having received notice of the hearing, fails to attend.
- d) If a Captain is unavailable or is the reported person, the Vice-Captain, if appointed, will be responsible for all relevant matters assigned to the Captain.
- e) The Match Referee or where applicable the Disciplinary Committee must hear details of the alleged breach of the Code and adjudicate thereon
- f) In any hearing, but subject to the provisions of these rules, the Match Referee or where applicable the Disciplinary Committee must adhere to the principles of natural justice.
- g) Subject to sub-clause 9.1.1 c) the Match Referee or where applicable the Disciplinary Committee must allow the reported person to give evidence in his defence and produce evidence, either orally or in writing and to call and question witnesses. At all stages the Player will have the right to be accompanied during the disciplinary hearing by a representative of his own choosing, which may include a Team colleague or a Club representative
- h) The Disciplinary Committee may, at its discretion, call such witnesses as may be necessary.
- i) The Disciplinary Committee may appoint a legal representative or other person to assist;
- j) The Match Referee or where applicable the Disciplinary Committee may allow the person alleged to have breached the Code to be assisted by a legal representative or other person

- k) The Match Referee or where applicable the Disciplinary Committee may grant an adjournment of the hearing where the player or official demonstrates that an adjournment is essential in order that a fair opportunity is given to prepare a defence.
- l) Subject to these rules, the Match Referee or where applicable the Disciplinary Committee shall, in its sole discretion, determine the procedure, date, and time for the hearing and shall notify all involved parties accordingly.
- m) The Match Referee or where applicable the Disciplinary Committee must not discuss or comment upon the hearing at any time prior to making its decision.

9.2 Notification of Decision

The Match Referee or where applicable the Disciplinary Committee will communicate the decision either orally or in writing as soon as possible after the conclusion of the hearing and must deliver a written decision with full reasons within 48 hours of the decision being first communicated. The Match Referee or where applicable the Disciplinary Committee will ensure that the oral or written decision and any further written decision will be forwarded to:

- a) the person reported;
- b) the initiator of the report;
- c) the President or Secretary of the member club involved, and the
- d) BCA.

10. PENALTIES

- 10.1 In the event the Match Referee or where applicable the Disciplinary Committee decides that any person has breached any of Rules 1 to 4 inclusive of this Code of Conduct, a penalty will be applied within the range of penalties for each level of offence set out in the table below save that the Match Referee may not impose a Match Ban. The Match Referee may also apply any or all of the penalties set out in Clause 10.2 below with the exception of Match Bans contemplated under Clause 10.2 (a) and (c).

Level of Offence	Players and Team Officials	Players and Team Officials in Regional U-19 and lower age group tournaments
Level 1	Official reprimand	Official reprimand and/or suspended ban of up to 1 Match and/or 2 One-day Matches
Level 2	A ban of 1 Match and/or 2 one-	Ban of 1 Match and/or 2 One-day

	day Matches	Matches
Level 3	Ban of between 2 and 4 Matches and/or between 4 and 8 one-day Matches	Ban of between 2 and 4 Matches and/or 4 and 8 One-day Matches
Level 4	Ban of between 5 Matches and/or 10 one-day Matches and a life ban.	Ban of between 5 Matches and/or 10 One-day matches and a Life Ban

10.1.1 The following rules of interpretation apply to any penalty imposed under Clause 10.1 above:

- (a) A “Match” means a Match of more than one day’s scheduled duration and a “One-day Match” means a Match of one day’s scheduled duration.
- (b) The Disciplinary Committee must specify the type of Match or Matches in which the ban is to be served. The Disciplinary Committee may specify a different ban within the applicable range for each type of Match in respect of which the ban is to apply.
- (c) In addition to any ban imposed under this Rule and without limiting the Disciplinary Committee’s powers with respect to Level 4 bans, the Disciplinary Committee may, if it deems appropriate, ban the person from participation in any club match or matches for a specified period of time.
- (d) In the event that a player receives an ICC imposed international Match ban for a breach of any of the offences set out in either Level 3 or Level 4 of the ICC Code of Conduct, or their equivalent from time to time, other than a Level 3 offence under the ICC Code of Conduct for a repeat of a Level 2 offence within a twelve month period, the Disciplinary Committee will conduct a hearing to determine whether the player should receive a domestic Match Ban during the period commencing on the first day of the ICC imposed ban and the last day of the ICC imposed ban, and if so, the type of Match or Matches in which the ban is to be served. As far as appropriate, the provisions of Item 9 of this Code will apply to any hearing conducted except that:
 - (i) the hearing will be with respect to the BCA imposed penalty only and will not be a review of the guilt or innocence of the player under the ICC Code of Conduct or a rule of this Code;
 - (ii) the hearing must be convened as soon as possible of the relevant ICC decision or of an appeal from that decision under the ICC Code of Conduct.

When imposing any penalty under this subclause (10.1.1 (d) above) the following principles will apply:

- (1) the Disciplinary Committee may not impose a ban which extends beyond the last day of the ICC imposed Match Ban;

(2) the number of domestic matches in a ban imposed by the Disciplinary Committee must not exceed the number of matches forming part of the ICC imposed Match Ban; and

(3) the Disciplinary Committee may take into account any circumstance it considers relevant, including those listed in clause 10.3.

(e) If a player or official repeats an offence within a particular Level (excluding Level 4) within a twelve month period, the Match Referee or where applicable the Disciplinary Committee will impose a penalty in line with the next highest Level.

10.2. Without limiting Clause 10.1, in the event the Disciplinary Committee decides that any person has breached any of Rules 5, 6 or 9 of this Code of Conduct, without prejudice to its right to apply any other penalty, it may apply one or more of the following:

- (a) ban the person from participating in any Match;
- (b) ban the person from holding, or continuing to hold, any position within BCA or a member club, including as an employee, official or officer;
- (c) direct that the person make reparation for damage caused by that person to any property;
- (d) require the person to undergo counselling for a specified time;
- (e) require the person to perform voluntary service to cricket or the community; and/or
- (f) reprimand the person.

10.3 Without limiting Clause 10.1, when imposing any penalty upon a person who has breached this Code of Conduct, the Match Referee or where applicable the Disciplinary Committee may take into account any circumstance it considers relevant, including the following:

- (a) the seriousness of the breach;
- (b) the harm caused by the breach to the interests of cricket;
- (c) the person's seniority and standing in the game;
- (d) remorse shown by the person and the prospect of further breaches;
- (e) the prior record of the person in abiding by this Code, the ICC Code of Conduct and any similar code of behaviour; and
- (f) the impact of the penalty on the person.

10.4 In the event the Disciplinary Committee decides that a person is guilty of an offence under any of Rules 1 to 4 of this Code and the person is not described in the table under Clause 10.1 above, the Disciplinary Committee will impose one or more of the penalties set out in Clause 10.2, taking into account any circumstance which it considers relevant including those set out in Clause 10.3.

- 10.5 Penalties for behaviour which contravene the codes and policies described in Rules 7, 10 and 11 will be determined in accordance with the relevant code or policy.
- 10.6 If the Match Referee or where applicable the Disciplinary Committee finds a person reported for separate incidents within a match to be guilty of more than one offence, it should impose separate penalties in respect of each offence. Penalties in such cases shall be cumulative and not concurrent.
- 10.7 Plea bargaining is not permitted. It is open to the Match Referee or where applicable the Disciplinary Committee to find a person guilty of an offence in a level lower than that in which he or she is charged where the constituent elements of the lesser offence are the same.
- 10.8 In the event the Disciplinary Committee decides that any person has breached a provision of Rule 8, the Disciplinary Committee:
- (a) may impose any or all of the penalties under Clause 10.2 (c) to (g) inclusive; and
 - (b) may impose the penalties under Clause 10.2 (a) and (b), and ban the person, in the case of a player, from being selected in a Team, or in the case of an official, from being involved in any Team or Match, for the following periods of time:
 - Rule 8(a)** - between 2 and 5 years
 - Rule 8(b)** - between 2 and 5 years if the player or official directly benefited, or intended to directly benefit, from his or her actions; otherwise, a minimum of 1 year
 - Rule 8(c)** - life
 - Rule 8(d)** - life
 - Rule 8(e)** - life
 - Rule 8(f)** - between 2 and 5 years if the player or official directly benefited, or intended to directly benefit, from his or her actions; otherwise, a minimum of 1 year
 - Rule 8(g)** - between 2 years and life
 - Rule 8(h)** - between 1 and 5 years
 - Rule 8(i)** - between 1 and 5 years
 - Rule 8(j)** - between 1 and 5 years
 - Rule 8(k)** - between 1 and 5 years
- 10.9 Nothing in this Item limits the Disciplinary Committee's ability to impose a ban in respect of a breach of Rule 8.

11. APPEALS

11.1 Right to Appeal

11.1.1 Any person found to be in breach of the Code or the initiator of any report or the Chief Executive Officer of the BCA or a person who has had a penalty imposed under Sub-clause 10.1.1 (d), may appeal to the Disciplinary Committee the decision of the Match Referee or a decision of the Team Management Committee whenever the latter acts in place of the Disciplinary Committee under Item 13 only.

11.1.2 Appeals may be lodged against a finding of guilt or in relation to the penalty imposed.

11.1.3 An appeal may be withdrawn at any time.

11.2 Time for Appeal

11.2.1 The appeal must be lodged with the Disciplinary Committee in writing in a form approved by the Disciplinary Committee within 10 business days of notification of the decision under Clause 9.2 of this Code. Any penalties imposed by the Disciplinary Committee shall be final.

11.2.2 The Disciplinary Committee must notify the other parties of the appeal and provide all details with respect to the appeal as soon as practicable after the Disciplinary Committee receives the notice of appeal.

11.2.3 The appeal will be heard promptly after the other parties to the appeal have been notified pursuant to Item 8 above and will be commenced no later than 28 days after the appeal is lodged.

11.3 Re-hearing

The hearing will be a new hearing of the subject of the appeal and the Disciplinary Committee will not be limited in any way by the previous hearing or the decision under appeal. Without limitation, in determining the appropriate penalty (if any) on an appeal, it is open to the Disciplinary Committee to increase or decrease the penalty.

11.4 Applicability of Items 9 and 10

As far as appropriate, the provisions of Items 9 and 10 of this Code will apply to any appeal heard by the Disciplinary Committee.

11.5 Finality

Any decision made by the Disciplinary Committee on appeal will be final and binding on the parties thereto.

11.6 Costs

If an appeal is dismissed, the Disciplinary Committee may order the appellant to pay all or part of the costs associated with the appeal.

12. MEDIA

- 12.1 Subject to Clause 12.2 below, only the Chief Executive Officer, the President of the BCA or a designated representative are authorised to notify the media of a report, an appeal or the outcome of the hearing of that report or appeal.
- 12.2 The Chief Executive Officer, the President of the BCA or a designated representative will, as soon as practicable, notify the media of a report, an appeal or the outcome of any such report or appeal where such report was made by the Chief Executive Officer of the BCA pursuant to Sub-clause 8.2.2 or the appeal relates to such a report.

13. BARBADOS NATIONAL TEAMS

- 13.1 Other than in the case of a report made by the Chief Executive Officer of the BCA pursuant to Sub-clause 8.2.2 (see clause 13.3 below), where a report concerns the behaviour of a player or official involved with a Barbados National Team while overseas, the provisions of this Code will apply except that:
- (a) the Team Management Committee will act in place of the Disciplinary Committee in the initial hearing of reports; and
 - (b) only the Chief Executive Officer, the President of the BCA or a designated representative will be authorised to notify the media of a report and the outcome of that report.
- 13.2 Where a report is made either by or against a member of the Team Management Committee and, pursuant to Clause 13.1 above, the Team Management Committee takes the place of the Disciplinary Committee for the purpose of this Code, that member will be disqualified from participating in the hearing of the report. For the purposes of that hearing only, the disqualified person's place on the Team Management Committee will be taken by a person nominated by the Chief Executive Officer of the BCA.
- 13.3 Where a report is made by the Chief Executive Officer of the BCA pursuant to Sub-clause 8.2.2 concerning the behaviour of a player or official involved with a Barbados National Team while overseas, the report shall be heard and determined by the Disciplinary Committee as soon as practicable after the conclusion of the relevant match or sooner if circumstances permit. Nothing in this clause limits the BCA's right to suspend a player or official from his official duties pending the outcome of the hearing into such a report.

14. INTERNAL TEAM DISCIPLINE

This Code does not prevent individual member clubs from establishing their own internal rules for behaviour and for imposing penalties for breach of those rules. Such rules do not restrict in any way the right to take action under this Code.

APPENDIX A
WRITTEN REPORT FORM

Dear Sir

In accordance with Rule _____ of the BCA Code of Conduct I make the following report:

MATCH: [if applicable]

VENUE: [if applicable]

DATES:

UMPIRES: [if applicable]

I wish to bring to your attention my belief that during the match/on *** [date] conduct amounting to a breach of the Code of Conduct occurred. Those involved were:

PLAYER(S)/TEAM OFFICIAL(S): TEAM:

I believe that the conduct breached Rule _____ of the Code.

The circumstances were: [***]

This report was made by [name of person making the report].

The day's play concluded at _____ am/pm on _____ 20

and the Secretary of the member club was notified [if applicable]

at _____ am/pm on _____ 20 _____

Name and signature of person making report:

Name and signature of person reducing the report into writing (if different to above)

Contact details of person making report (tel no and address):

Date of the report: