
MEMBER PROTECTION POLICY
A BY-LAW OF CRICKET VICTORIA

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MEMBER PROTECTION POLICY EXPLANATORY STATEMENT

Cricket Victoria and all Victorian Cricket Organisations are committed to cricket in Victoria being played in environments that are as safe, welcoming and inclusive as possible.

Victorian cricket competitions generally have their own rules and/or policies in place that govern conduct and behaviour for match days, which all Victorian cricket participants must follow, as applicable.

Outside of competitions and matches, this Member Protection Policy includes a central **Code of Behaviour** (see **Attachment C**) that aims to protect the safety and wellbeing of all Victorian cricket participants.

All Victorian Cricket Organisations are required to adopt this Member Protection Policy to protect the safety and wellbeing of all Victorian cricket participants.

This Member Protection Policy prohibits behaviour or conduct that causes harm and/or disrespects any person in Victorian cricket. Breaches of this Member Protection Policy include:

1. Abuse;
2. Bullying;
3. Child Safeguarding Matters under the Australian Cricket's Child Safe Policies;
4. Harassment;
5. Sexual Misconduct;
6. Unlawful Discrimination;
7. Victimisation;
8. Vilification;
9. breaching the Code of Behaviour;
10. referred conduct under the Rules of Premier Cricket;
11. a breach of the Member Protection Declaration; and
12. a breach of any other by-law, policy, procedure or requirement of Cricket Victoria that is expressly stated in that document to constitute a breach of this By-law.

If any person has a concern or complaint about any' conduct or behaviour in Victorian cricket that may constitute a breach listed above, they can make a Report or Complaint to the most relevant and appropriate Victorian Cricket Organisation. Reports and Complaints will then be managed under the [Cricket Victoria Complaints and Resolution Policy](#).

PART I – INTRODUCTION

1. WHAT IS THE PURPOSE OF THIS BY-LAW?

- 1.1** The purpose of this By-law is to provide guidelines for the protection of the health, safety and wellbeing of all persons who participate in the activities of Victorian Cricket Organisations, including more specifically to:
- (a) assist Victorian Cricket Organisations to create a safe, fair and inclusive environment for participants in cricket in Victoria;
 - (b) ensure that all persons within the scope of this By-law are treated with respect and dignity and protected from harm by those persons and organisations bound by this By-law; and
 - (c) set out key rights, responsibilities and expected standards of behaviour of those persons and organisations bound by this By-law.
- 1.2** This By-law replaces the previous Member Protection Policy dated 1 January 2022 (as detailed in clause 3.1) and should be read in conjunction with Cricket Victoria's Complaints and Resolution Policy that outlines how Reports and Complaints under this By-law are resolved from the Commencement Date.

2. WHO DOES THIS BY-LAW APPLY TO?

- 2.1** This By-law applies to the following organisations and individuals, whether paid or unpaid (each a **Bound Person** or **Bound Organisation**, as applicable):
- (a) persons appointed or elected to boards of directors, executives and/or committees (including sub-committees) of a Victorian Cricket Organisation;
 - (b) employees of a Victorian Cricket Organisation;
 - (c) officials appointed or elected by a Victorian Cricket Organisation in relation to players and/or teams which represent such organisations, including team management personnel such as managers, physiotherapists and other support personnel;
 - (d) coaches and assistant coaches who:
 - (i) are appointed and/or employed by a Victorian Cricket Organisation; or
 - (ii) have an agreement with a Victorian Cricket Organisation to coach);
 - (e) umpires and other officials involved in the regulation of cricket appointed by or volunteering for or with a Victorian Cricket Organisation;
 - (f) players who enter any competition, carnival, activity or events (including camps, training sessions, etc) which are held or sanctioned by or under the auspices of a Victorian Cricket Organisation;
 - (g) Victorian Cricket Organisations;

- (h) any other person or organisation, who or which is, a member of, or affiliated to a Victorian Cricket Organisation (such as club members); and
- (i) any other person or organisation (for example, a parent/guardian, spectator or sponsor) who or which agrees, in writing or otherwise (whether on a ticket, entry form, venue terms and conditions, etc) to be bound by this By-law or to whom this By-law otherwise applies.

3. WHEN THIS BY-LAW APPLIES

- 3.1** This By-law applies to any Report or Complaint that is made to any Victorian Cricket Organisation from 26 August 2024 (**Commencement Date**), even if the incident, conduct or subject of the Report or Complaint occurred prior to the Commencement Date. For any existing report or complaint that has been made prior to the Commencement Date, the previous Cricket Victoria Member Protection Policy in force at the time of that report or complaint will continue to apply and govern the resolution of the matter until completion, including appeal.
- 3.2** All Bound Persons and Bound Organisations must always comply with this By-law while they are a Bound Person or Bound Organisation, including:
- (a) in relation to any dealings they have with Bound Organisations or their staff, contractors, and representatives;
 - (b) when dealing with other Bound Persons or Bound Organisations in their capacity as a Bound Person/Bound Organisation; and
 - (c) in relation to their membership or standing as a Bound Person or Bound Organisation in general.
- 3.3** The following is not within the scope of this By-law:
- (a) where an interaction (physical, verbal or online) occurs involving one or more Bound Persons or Bound Organisations, and the only link or connection between the interaction and cricket is the fact that one or more individuals are Bound Persons or Bound Organisations)¹;
 - (b) where conduct occurs in contravention of this By-law, any subsequent conduct or interaction(s) that, whilst related to the original conduct, no longer directly relates to cricket (even where such conduct or interaction(s) would otherwise be conduct in breach of this By-law)²; and
 - (c) where the Bound Organisation determines, in their absolute discretion, that the alleged conduct would be more appropriately dealt with under a different Victorian Cricket Organisation policy, code, rule or regulation (including competition management rules).

4. WHAT DO WORDS IN THIS BY-LAW MEAN?

¹ Such as two Bound Persons getting into a verbal or physical argument at a shopping centre, or two members sending abusive social media messages to each other that have no direct link to cricket.

² Such as where a member of a Bound Organisation allegedly breaches this Policy by physically assaulting another member at a match, but then the personal grievance(s) between those two individuals spills into issues not directly related to cricket, such as social media abuse or trolling that is unrelated to cricket or the earlier assault.

- 4.1** In this By-law, words appearing with a capital shall have the meaning set out in Attachment A or as defined elsewhere in this By-law, and Attachment A forms part of this By-law.

PART II – BREACHES

5. WHAT IS A BREACH OF THIS BY-LAW?

- 5.1** A Bound Person or Bound Organisation commits a breach of this By-law when they engage in any of the following conduct against one or more Bound Persons or Bound Organisations, in the circumstances outlined in clause 3:

- (a) Abuse;
- (b) Bullying;
- (c) Child Safeguarding Matters under the Australian Cricket's Child Safe Policies;
- (d) Harassment;
- (e) Sexual Misconduct;
- (f) Unlawful Discrimination;
- (g) Victimisation;
- (h) Vilification;
- (i) breaching the Code of Behaviour (see Attachment C);
- (j) referred conduct under the Rules of Premier Cricket;
- (k) a breach of the Member Protection Declaration; and
- (l) a breach of any other by-law, policy, procedure or requirement of Cricket Victoria that is expressly stated in that document to constitute a breach of this By-law.

- 5.2** Where a breach of a separate Cricket Victoria document constitutes a breach of this By-law under clause 5.1(l), the alleged breach is taken to be an alleged breach of this By-law in the same manner as allegations covered under (a) - (k) in clause 5.1.

- 5.3** Attachment B sets out non-exhaustive examples of what may constitute a breach of this By-law.

6. WHAT IS NOT A BREACH OF THIS BY-LAW?

- 6.1** The following matters do not constitute a breach of this By-law:

- (a) allegations or information:
 - (i) concerning any matter not expressly referred to in clause 5.1;

- (ii) that is mischievous, vexatious or knowingly untrue; or
 - (iii) that has been the subject of a previous Complaint, whether resolved or ongoing under a previous process in the Complaints and Resolution Policy;
- (b) Match Day misconduct occurring during Victorian cricket matches, subject to the Complaints and Resolution Policy;
 - (c) Personal Grievances;
 - (d) Protected Disclosures;
 - (e) Employment Matters;
 - (f) selection disputes, except to the extent there is an alleged breach of this By-law as outlined in clause 5.1; and
 - (g) breaches of field of play or Match Day rules, regulations and requirements, unless expressly referred by those rules, regulations and requirements.

PART III - REPORTS AND COMPLAINTS

7. REPORTING, COMPLAINTS AND CONFIDENTIALITY

- 7.1** Reports or Complaints of alleged breaches of this By-law should be submitted in accordance with the Complaints and Resolution Policy.
- 7.2** Alleged breaches of this By-law will be managed in accordance with the Complaints and Resolution Policy.
- 7.3** Any behaviour that may constitute a criminal offence should be reported to Victoria Police and/or the relevant Victorian agency.
- 7.4** At any stage, in an emergency situation where the safety or wellbeing of any person is in imminent danger, Victoria Police should be contacted on 000, without delay.
- 7.5** In line with the Complaints and Resolution Policy, all Reports or Complaints of alleged breaches must be kept confidential by all parties to the Report or Complaint, other than disclosures by the relevant Victorian Cricket Organisation that are:
 - (a) necessary to facilitate the proper handling of the Report or Complaint;
 - (b) necessary to protect the safety and wellbeing of any participant(s) in Cricket;
 - (c) necessary to give effect to a sanction or penalty under the Complaints and Resolution Policy;
 - (d) permitted under the Complaints and Resolution Policy; or
 - (e) are required by law.

PART IV - GENERAL

8. WHAT IS THE STATUS OF THIS BY-LAW?

- 8.1** This By-law is a by-law of Cricket Victoria and also adopted by the board or committee of each Premier Club, Community Cricket Peak Body, Region, Affiliated Club and Association, Indoor Cricket Centre under their respective constitutions or constituent document(s) and comes into force on the Commencement Date.

9. INTERPRETATION

- 9.1** In this By-law, unless the context requires otherwise:

- (a) words denoting the singular shall include the plural and vice versa; and
- (b) including means including without limitation and include shall be construed accordingly.

10. RESPONSIBILITIES UNDER THE BY-LAW

- 10.1** Premier Clubs, Community Cricket Peak Bodies, Regions, Affiliated Associations and Clubs and Indoor Cricket Centres must:

- (a) adopt, implement and comply with this By-law (by adopting this By-law, each Premier Club, Community Cricket Peak Body, Region and Indoor Cricket Centre and the respective members of such Premier Club, Community Cricket Peak Body or Region, will be bound by the terms of this By-law);
- (b) adopt, implement and comply with Australian Cricket's Child Safe Policies;
- (c) promote and model appropriate standards of behaviour at all times;
- (d) publish, distribute and promote this By-law (and any amendments made to it from time to time) to its members and make this By-law available for inspection, or provide a copy on request;
- (e) make such amendments to its constitution, rules and/or by laws in order for this By-law to be enforceable; and
- (f) use any forms, contracts and clauses recommended by Cricket Victoria in order to give effect to this By-law in such documents, as recommended by Cricket Victoria.

- 10.2** All other organisations and persons (for example, administrators, employees, officials, coaches, players, parents) to which this By-law applies, must:

- (a) make themselves aware of this By-law and comply with its standards of behaviour; and
- (b) place the safety and welfare of Children or Young People above other considerations.

- 10.3** Victorian Cricket Organisations are responsible for taking all reasonable steps to ensure implementation, compliance and enforcement of this By-law.
- 10.4** Cricket Victoria must monitor and review this By-law at least every two years.

ATTACHMENT A - DEFINITIONS

Capitalised terms in this By-law have the meanings outlined below. Any capitalised term not defined in this By-law has the meaning given to it in the Complaints and Resolution Policy.

Abuse means any type of abuse (including physical, emotional, psychological, sexual and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means.

Affiliated Associations and Clubs means a member of a Community Cricket Peak Body, which may include leagues, associations, clubs or teams (howsoever described).

Australian Cricket's Child Safe Policies means Australian Cricket's documents of the following name:

- (a) Policy for Safeguarding Children and Young People;
- (b) Code of Behaviour for Looking after our Kids; and
- (c) Commitment Statement to Safeguarding Children and Young People,

each as amended from time to time.

Bound Organisation and **Bound Person** have the meanings given in clause 2.1.

Bullying means a person or group of people repeatedly and intentionally using words or actions (in-person or online), or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing. It does not include a conflict between people (eg, fighting or arguing) or disliking someone. See Attachment B for further examples of Bullying.

By-law and **this By-law** mean this Member Protection By-law.

Child or Young Person is a person under the age of eighteen years and **Children or Young People** mean more than one Child or Young Person.

Child Safeguarding Matter means allegations or information that relate to a breach of Australian Cricket's Child Safe Policies.

Code of Behaviour means the code of behaviour for adults 18 years of age or over as set out in Attachment C.

Commencement Date has the meaning given in clause 3.1.

Community Cricket Peak Bodies means the Victorian Country Cricket League, Victorian Metropolitan Cricket Union, Victorian Sub-District Cricket Association, Indoor Sports Victoria (for Indoor Cricket Centres) and Cricket Victoria to the extent a Complaint relates to 'Harmony in Cricket', 'Women's Community Cricket' or other competition auspiced by Cricket Victoria (other than Premier Cricket).

Complaint means a "Complaint" as defined in the Complaints and Resolution Policy.

Complaints and Resolution Policy means Cricket Victoria's complaints and resolution policy as amended from time to time.

Cricket Victoria means the Victorian Cricket Association.

Discrimination – refer **Unlawful Discrimination**.

Employment Matter means a Complaint relating to the conduct of an employee in the course of their employment duties and in the case of Cricket Victoria, may include persons contracted or appointed to provide similar services or duties, whether paid or unpaid.

Grooming means the behaviours (in-person or online) that manipulate and control a Child or Young Person and potentially their family, kin and carers, other support networks, or organisations in order to perpetrate, or create an environment in which child sexual abuse, can occur. The intent of grooming is to:

- (a) gain access to the Child or Young Person to perpetrate child sexual abuse;
- (b) obtain sexual material of the Child or Young Person;
- (c) obtain the Child or Young Person's trust and/or compliance;
- (d) maintain the Child or Young Person's silence; and/or
- (e) avoid discovery of sexual abuse,

and can occur at or in settings including training, at a match, in social settings, text messages, social media, online chatrooms or any other means of communication.

Harassment means any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment. See Attachment B for further examples of Harassment.

Indoor Cricket Centres mean centres for or that administer indoor cricket that are affiliated with Indoor Sports Victoria Inc. and are consequently bound by the Cricket Victoria constitution and by-laws.

Intimidation means an intentional approach by any means (including virtually) that causes a person to fear for their safety or any conduct that would cause a reasonable person to apprehend violence, injury or damage to any person or property.

Match Day means any day on which a game of cricket between two sides or teams is played by Affiliated Clubs and includes any action and/or allegation relevant to the match being played. Match Day should be interpreted broadly to cover all conduct which takes place at, or in the immediate vicinity of the match venue, and anytime throughout the day of a match, and not just conduct which takes place on the field of play. It will therefore include conduct which takes place off the field of play, for example, in the changing rooms, or during any of the intervals in the match.

Member Protection Declaration means the declaration of that or a similar name used by Cricket Victoria's Clubs, Associations, Peak Bodies and Indoor Cricket Centres from time to time to confirm that Bound Persons are of good standing to participate in cricket in Victoria.

Personal Grievance means any form of grievance between two or more people (including Bound Persons and Bound Organisations) that does not concern or allege a breach of this By-law, including but not limited to personality clashes.

Premier Clubs means the clubs participating in Victorian Premier Cricket as may from time to time be amended by Cricket Victoria.

Protected Disclosure means a disclosure of information to Cricket Victoria that qualifies for protection under the whistleblower laws³ in the *Corporations Act 2001* (Cth).

Region means an entity comprised of a number of Affiliated Associations and Clubs and recognised by Cricket Victoria or a Community Cricket Peak Body as being responsible for the development and conduct of Cricket within a designated geographical area.

Report means a "Report" as defined in the Complaints and Resolution Policy.

Screening Requirements mean the mandated screening requirements under Australian Cricket's Child Safe Policies, including in particular Annexure C of Australian Cricket's Policy for Safeguarding Children and Young People.

Sexual Misconduct means:

- (a) **Sexual Harassment**, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated; and
- (b) **Sexual Offences**, which include any criminal offence involving sexual activity or actions of indecency.

See Attachment B for further examples of Sexual Misconduct.

Unlawful Discrimination includes:

- (a) **Direct Discrimination**, when a person or group of people is treated less favourably than another person or group, because of a personal characteristic; and
- (b) **Indirect Discrimination**, when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share, where such personal characteristic is protected by applicable anti-discrimination legislation.

See Attachment A for further examples of Unlawful Discrimination.

Victimisation means subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action. See Attachment B for further examples of Victimisation.

Victorian Cricket Organisation means all of Cricket Victoria, Premier Clubs, Community Cricket Peak Bodies, Regions, Affiliated Associations and Clubs and Indoor Cricket Centres.

Vilification means a public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender or HIV/AIDS status. See Attachment B for further examples of Vilification.

³ Refer to section 1317AAB of the *Corporations Act 2001* (Cth).

ATTACHMENT B - EXAMPLES OF BREACHES OF THIS BY-LAW

For clarity, each of the examples listed below is non-exhaustive in nature.

1 **Abuse** may include:

- (a) physical abuse and assault including hitting, slapping, punching, kicking, and destroying property, sleep, and food deprivation, forced feeding, unreasonable physical restraint, spitting at another person or biting;
- (b) sexual abuse including rape and assault, using sexually degrading insults, forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance;
- (c) emotional abuse such as repeated and intentional embarrassment in public, preventing or excluding someone from participating in sport activities, stalking, humiliation, and intimidation;
- (d) verbal abuse such as repeated or severe insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, body shaming, aggressive yelling;
- (e) financial abuse such as restricting access to bank accounts, taking complete control of finances and money, forbidding someone from working, taking someone's pay and not allowing them to access it; and
- (f) neglect of a person's needs.

2 **Bullying** may include repeatedly:

- (a) keeping someone out of a group (online or offline);
- (b) acting in an unpleasant way near or towards someone;
- (c) giving nasty looks, making rude gestures, calling names, being rude and impolite, and constantly negative teasing;
- (d) spreading rumours or lies, or misrepresenting someone (i.e. using their social media account to post messages as if it were them);
- (e) 'fooling around', 'messaging about' or other random or supposedly playful conduct that goes too far;
- (f) harassing someone based on their race, sex, religion, gender, or a disability;
- (g) intentionally and repeatedly hurting someone physically;
- (h) intentionally stalking someone; and
- (i) taking advantage of any power over someone else,

but does not include legitimate and reasonable:

- (j) management action;

- (k) management processes;
- (l) disciplinary action; or
- (m) allocation of activities in compliance with agreed systems.

3 **Harassment** may include behaviour such as:

- (a) telling insulting jokes about racial groups;
- (b) sending explicit or sexually suggestive emails or text messages;
- (c) displaying racially offensive or pornographic images or screen savers;
- (d) making derogatory comments or taunts about someone's race;
- (e) asking intrusive questions about someone's personal life, including their sex life;
- (f) sexual harassment or any of the above conduct, including in the workplace by employers, co-workers, and other workplace participants;
- (g) any of the above conduct, including in the workplace, based on or linked to a person's disability or the disability of an associate; and
- (h) offensive behaviour based on race or racial hatred, such as something done in public that offends, insults, or humiliates a person or group of people because of their race, colour or national or ethnic origin.

4 **Sexual Misconduct** may include:

- (a) unwelcome touching;
- (b) staring or leering;
- (c) suggestive comments or jokes;
- (d) showing or sharing sexually explicit images or pictures;
- (e) unwanted invitations to go out on dates;
- (f) requests for sex;
- (g) intrusive questions about a person's private life or body;
- (h) unnecessary familiarity, such as deliberately brushing up against a person;
- (i) insults or taunts based on sex;
- (j) sexually explicit physical contact;
- (k) sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
- (l) displaying pornographic images or screen savers;

- (m) asking intrusive questions about someone's personal life, including about their sex life; and
- (n) criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a Child or Young Person under the age of 16 and possession of child pornography.

5 **Unlawful Discrimination** includes direct and indirect discrimination and may include unfair treatment based on a person's:

- (a) age;
- (b) breastfeeding;
- (c) gender identity;
- (d) disability (which also includes discrimination based on having an assistance aid supporting a person with disability – this includes equipment like a wheelchair or cane, an assistance dog or a person providing assistance or services to them);
- (e) employment activity (this means asking your employer about your entitlements, or raising a concern that you are not receiving your entitlements);
- (f) industrial activity;
- (g) profession, trade or occupation;
- (h) lawful sexual activity;
- (i) marital status;
- (j) status as a parent or carer;
- (k) physical features;
- (l) pregnancy;
- (m) race;
- (n) sex;
- (o) sexual orientation;
- (p) sex characteristics (physical features relating to sex);
- (q) political or religious beliefs or activities;
- (r) an expunged homosexual conviction (a person who has successfully applied to have their historic homosexual conviction removed from the record);
- (s) a spent conviction (some kinds of convictions may be 'spent', and not appear on a person's criminal record, if they do not reoffend within a certain period); and

- (t) personal association with anyone who has any of these characteristics.

Direct discrimination⁴ happens when a person treats or proposes to treat another person, with a prescribed attribute, unfavourably because of that attribute.

Indirect discrimination⁵ happens when a person imposes or proposes a requirement, condition or practice that is unreasonable and has or is likely to have the effect of disadvantaging persons with that prescribed attribute.

6 Victimization may include:

- (a) dismissal of an employee/volunteer or disadvantage to their employment/involvement in cricket;
- (b) alteration of an employee's position or duties to their disadvantage;
- (c) discrimination between an employee and other employees;
- (d) repeated failure to select an individual on merit;
- (e) a reduction in future contract value; and
- (f) removal of coaching and other financial and non-financial support.

7 Vilification may include:

- (a) speaking about a person's race or religion in a way that could make other people dislike, hate, or ridicule them;
- (b) publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
- (c) repeated and serious verbal or physical abuse about the race or religion of another person;
- (d) encouraging violence against people who belong to a particular race or religion, or damaging their property; or
- (e) encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech, or publication, or using websites or email.

⁴ For example, if a Victorian Cricket Organisation refuses to permit a person's participation in a cricket activity because of their race or sexual orientation.

⁵ For example, if a Victorian Cricket Organisation requires participants to speak and read English fluently, which may disadvantage a person on the basis of their race and may not be reasonable if speaking and reading English fluently is not necessary to participate in the cricket activity.

ATTACHMENT C - CODE OF BEHAVIOUR

“Cricket owes much of its appeal and enjoyment to the fact that it should be played not only according to the Laws, but also the Spirit of Cricket. The major responsibility extends to all players, match officials and, especially in junior cricket, teachers, coaches and parents.” Extract from MCC Laws of the Game Preamble “Spirit of Cricket”

All persons connected to Community and Premier Cricket are required to comply with this Code of Behaviour. You must meet the following standards of conduct when participating in any in-person or online activity held, sanctioned by or associated with a Victorian Cricket Organisation.

Capitalised terms in this Code of Behaviour are as defined in the CV Member Protection Policy (By-law).

Respect

- Respect the rights, dignity and worth of every person regardless of their personal attributes, including but not limited to age, race, sex, disability, sexuality, gender identity, beliefs or religion
- Refrain from any form of Unlawful Discrimination, Harassment, Bullying, Abuse, Grooming, Intimidation, Victimization or Vilification, including but not limited to on the basis of age, race, sex, disability, sexuality, gender identity, beliefs or religion
- Model appropriate behaviour by not using foul language
- Recognise and value the contribution of volunteers who give up their valuable time to make cricket happen

Integrity

- Be honest, fair, respectful, trustworthy, reliable, open and transparent in dealings with others
- Refrain from any behaviour that may bring cricket or a Victorian Cricket Organisation into disrepute
- Not engage in or advocate the possession or use of banned performance enhancing substances, methods, illicit drugs, smoking, vaping or the use of alcohol or e-cigarettes
- Not participate in or encourage action that may jeopardise the integrity of the sport of cricket, including match-fixing, illegal sports betting and other corruption
- Avoid any actual, potential or perceived conflicts of interest
- Understand and play by the Spirit of Cricket

Responsibility

- Consider and accept the consequences of your actions and decisions
- Be a positive role model by displaying self-control, respect, care and diligence to all involved in cricket
- Demonstrate a high degree of responsibility, especially when dealing with Children or Young People under 18 years of age
- Understand the consequences of breaching this Code of Behaviour or any other policy or code of a Victorian Cricket Organisation and immediately report any potential breaches to appropriate authorities

Safe, Inclusive and Supportive

- Provide a safe, welcoming, supportive and inclusive environment that regards the health, welfare and well-being of participants (particularly Children or Young People) as paramount
- Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate to the age and ability of participants
- Be aware of and support policies and practices including injury management, return to play, adverse weather and child safe standards (as promoted in Australian Cricket’s Policy for Safeguarding Children and Young People), including reporting safety issues to appropriate Victorian Cricket Organisations

Social media and other digital/online communication

- Never impersonate or falsely represent any other person or infringe their intellectual property rights
- Respect both the privacy and confidentiality of information
- Do not violate security measures or interfere with the operation of systems, platforms or other digital environments of Victorian Cricket Organisations
- Observe the requirements of Australian Cricket’s Child Safe Policies
- Ensure the standards in this Code of Behaviour are reflected in social media, and other online and digital environments (as well as in person)