



CRICKET NSW

Code of Conduct FAQ: Reporting Person

GENERAL QUESTIONS

What is a Code of Conduct Report?

A Code of Conduct Report is an allegation of conduct that occurred during a Match. This includes conduct which takes place off the field of play at the ground on the day of the Match, and it may also include conduct that is connected to matters which transpired prior to, on the field of play, or after the Match.

Examples may include:

- Conduct that is contrary to the Spirit of Cricket
- Use of an audible obscenity during a Match – excludes in frustration, due to physical pain, or an involuntary excitable exclamation
- Showing dissent at an Umpire's decision during a Match
- Abuse of cricket equipment or fixtures and fittings during a Match
- Personal abuse of a Player or Cricket Participant during a Match
- Consumption of alcohol and illicit substances prior to/during a Match
- Using a gesture(s) that is obscene, offensive, or insulting during a Match

What is the difference between a Code of Conduct and Integrity matter?

Integrity relates to off-field incidents and are often more serious and complex.

Examples include:

- Bullying/Harassment
- Assault
- Fraud
- Sexual misconduct
- Breaches of Child Safeguarding Policies

Who can report a Code of Conduct matter?

Reports can be made by:

- Umpires
- Club or Association officials
- A person who participated in an umpiring capacity (e.g. a player umpire, parent, family member or spectator)

How to make a Code of Conduct report?

Using this [link](#), scroll to the bottom of the webpage where you will find a link to the current Cricket NSW Reporting Form.

Is there a deadline to submit a report?

Yes, reports must be submitted within 48 hours of Match completion.

What information do I need to include in my report?

When you navigate to the Reporting Form, you will find a list of questions to answer.

You will then be asked to write a witness statement. The statement should:

1. State the facts, context and any other relevant information you deem necessary.
2. Provide as much detail as possible relevant to the incident.
3. Be an accurate record of what you saw, heard, and said/did during the incident.

What is your role as a reporting person?

You are a witness in the matter, and you may be asked further questions about your report by the Commissioner.

As you are a witness, you will not be privy to all information relevant to the matter.

Please DO NOT attempt to interpret what offence has been committed or recommend a sanction.

Can a report be withdrawn?

Yes, at any time prior to a hearing.

Can multiple people be reported in a single Report?

No, each reported person must be the subject of a separate report.

PROCESS QUESTIONS

What can I expect after I submit my initial report?

1. Confirmation of Report – once you have submitted your report you will see a 'Thank you' page that acknowledges your report has been received by Cricket NSW. You will be able to view your submission in its entirety and download a copy for your own records should you wish to.
2. Initial Review – once a Report is received by the Integrity Unit it will be allocated to a Commissioner who will conduct an initial review into the matter. If further information/clarification is required, the Integrity Unit will contact you at the email address you provide in your Report.
3. Invitation to Respond – the Person Reported is provided with a copy of your Report and given a chance to provide a response to the Integrity Unit.



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4. Determination – the Commissioner will then consider ALL the information before them and decide whether there is a ‘Case to Answer’.
 - a. No case to answer → matter finalised
 - b. Case to answer → Notice of Charge issued outlining the alleged breaches of the Code of Conduct and a proposed sanction. Reported Person will have the following options:
 - i. Admit the offence(s) and sanction(s) → you will receive a Notice of Outcome confirming these details
 - ii. Admit the offence(s) but dispute the sanction(s) → you may need to appear at a Hearing where the Commissioner will hear submissions about the severity of the sentence
 - iii. Deny the offence(s) and the sanction(s) → you will likely need to appear at a Hearing where the Commissioner will hear evidence about the conduct at the Match and may hear submissions about a sanction if the offence(s) are proven
5. Finalisation – all parties will receive a Notice of Outcome confirming the offence(s) and sanction(s) imposed if the charges are proven.

Who is the Code of Conduct Commissioner?

The Code of Conduct Commissioner, who is an independent external individual, is solely responsible for determining if there has been a breach of the Code of Conduct and the appropriate sanction.

Code of Conduct Commissioners are volunteers who are appointed by the NSW Cricket Association Board. They are not paid by Cricket NSW.

When will the Integrity Unit communicate with me?

The Integrity Unit is unable to provide constant updates on matters due to the volume they receive during the season. You will receive correspondence at the following points:

- Point 2 – if further information is required
- Point 4 – if the Reported Person chooses option b or c above
- Point 5 – when the matter is finalised

How long does the process take?

The Integrity Unit aim to have all Code of Conduct matters finalised within the week. However, it is important to understand that some matters may take longer to finalise for several reasons including the complexity of the matter, the availability of the Commissioner, the amount of further information/witness statements, etc. Please be patient as we are managing multiple reports at any given time. If you have any questions or concerns about a matter, you can contact integrity@cricketnsw.com.au.

SANCTION QUESTIONS

What types of sanction can be imposed?

- reprimands
- match suspensions
- fixed-term suspensions
- education/counselling
- team penalties
- role bans

Please see pages 24 and 29-32 for a full list of sanctions that the Commissioner may impose.

How are sanctions determined?

Sanctions are imposed at the discretion of the Code of Conduct Commissioner. They will consider factors, including but not limited to:

- the seriousness of the breach
- the harm caused by the breach to the interests of cricket
- the reported persons seniority and standing in the game
- any remorse shown by reported person
- the prospect of further breaches
- the reported persons prior record of abiding by the Code of Conduct

What is a deferred sanction?

A deferred sanction refers to a type of penalty that is not immediately enforced. The Commissioner has the discretion to fully or partially defer a sanction.

If the reported person receives a deferred sanction, they will not be required to serve the Match suspension unless there is subsequent offence committed within a 2-year or 3-year period (the Notice of Outcome will specify how long). If a subsequent offence is committed, the reported person will be required to serve the deferred sanction in addition to any further period of suspension that may be imposed as a result of the subsequent offence.

Can the reported person be suspended before the matter is finalised?

Yes, a provisional suspension may be imposed if the Head of Integrity is satisfied:

- the conduct is serious
- there is a further or ongoing risk of harm
- it is in the best interests of cricket

How long does a provisional suspension last?

Until the matter is finalised, unless varied or removed by the Head of Integrity.

Are outcomes recorded?

You will receive a Notice of Outcome detailing the offence and sanction if a reported person is found guilty of a breach.

A public register is also available on the Cricket NSW website [here](#). The register does not include the names of individuals who are under the age of eighteen (18).

HEARING QUESTIONS

Will I need to attend a hearing?

If the reported person disputes the alleged offence and/or sanction the matter will proceed to a hearing and your attendance will likely be requested to speak to the information contained in your report and answer questions.

In the event that you are unable to attend at the scheduled time, the decision-maker will have regard to the statement submitted and is entitled to attribute such weight to the contents of the statement, and to any evidentiary weight or reliance, as the decision-maker deems appropriate in their absolute discretion.

It is recommended that you make yourself available to appear at a hearing if requested.

What happens at a hearing?

- Evidence is presented
 - Witnesses may be called
 - You may be asked questions
 - A decision-maker determines the outcome
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APPEAL QUESTIONS

Do I have a right of appeal?

No

INTEGRITY UNIT TIPS

1. Submit reports promptly (within the 48-hour deadline)
2. Provide a clear, factual recollection of the event

3. Identify witnesses where possible
4. Cooperate with the process
5. Be honest and respectful
6. Ask questions if you are unsure (contact integrity@cricketnsw.com.au)

RESOURCES AVAILABLE

Employee Assistance Program (EAP)

If you need support during this process, you may wish to access Cricket Australia's Employee Assistance Provider, Converge International. You can book a confidential session via online or phone (details below), and just state that you have been referred by Cricket Australia. They are available by phone at short notice, or if longer notice provided, a video call can be arranged or face to face consult is also available.

Converge International contact details:

- Online: convergeinternational.com.au
- Phone: 1300 687 327
- Organisation Code: CRICNSW

Additional materials

[Code of Conduct Procedures](#)

[Resources](#)