



HAWKS PUNJABI CRICKET INC.

CODE OF CONDUCT AGREEMENT

The purpose of this Code of Conduct agreement is to outline the expected conduct of all members of Hawks Punjabi Cricket Club, including Players, Volunteers, Committee Members and Supporters.

In order to engage in club activities and events, all members must read, sign and understand the contents of this agreement to ensure that all members act in an acceptable manner that uphold the values of Hawks Punjabi Cricket Club.

The members therefore must agree as follows:

1. ALL MEMBERS

- (a) All members must ensure that Hawks Punjabi Cricket Club fosters a safe and inclusive environment that respects the rights of every person regardless of their gender, race, ethnicity, religion, political opinion and sexual orientation.
- (b) Misconduct including but not limited to:
 - (i) offensive language (in any language) and;
 - (ii) assault and discrimination on the basis of gender, race, ethnicity, religion, political opinion and sexual orientation will not be tolerated.
- (c) All members must ensure that they uphold the principles of Hawk Punjabi Cricket Club, on and off the field.

Any actions that come to the attention of the Hawks Punjabi Cricket Club Committee that are deemed to be inappropriate will be required to seek an audience in front of the Club committee to determine a relevant punishment.

2. ROLES AND EXPECTATIONS OF THE PLAYERS.

- (a) Players must wear the appropriate club uniform for the relevant series, season and game format.
- (b) Players must play according to the laws of the game.
- (c) They must never engage in verbal and physical abuse against club members, spectators, umpires and even other team members.



- (i) In the circumstance that a player is being verbally/physically abused by an opposing player, they must not directly interact with the opposing player.
- (ii) The player must inform their team captain. The captain will take up this issue with the umpire and opposing team captain.

“Remember that two wrongs do not make a right.”

- (d) Treat everyone with respect and kindness.
- (e) Cricket is a team sport, players must play as a team to ensure any sort of success.
- (f) Compete to the best of your abilities.
- (g) All players must attend training sessions organised by the Hawks Punjabi Cricket Club for the betterment of the Club.
- (h) Selection in the team will be determined by performance and attendance.
- (i) Take care of the equipment and facilities during matches and training.
- (j) Players must not play under the influence of alcohol, drugs and other intoxicants.
- (k) Players must pay their registration and membership fee before the due date. Otherwise, it will result in a monthly interest of 2% after the due date.
- (l) *Spectators and Guests* that come to support the team must act in an appropriate manner as well.
 - (i) They must not argue or misbehave verbally and physically with the opposing team at any time of the game.
 - (ii) They must not argue or misbehave verbally and physically with the umpire.
 - (iii) Spectators and guests that come to support a particular player, that player is responsible for their guest’s conduct and misconduct.

3. INTERACTING WITH THE UMPIRE.

- (a) Players can only appeal the decision and must not argue with the decision of the umpire. The umpire’s decision is absolute and must be treated with deep respect. Any objections regarding the umpire can be raised to the relevant authority, but not during the game. This is Captain’s responsibility to inform the Club President about the misconduct or the objection and the Club President will interact directly with the relevant authorities.



- (b) Players must not show any frustration or distaste in the decision made by the umpire.
- (c) Players must not abuse the umpire such as;
 - (i) using offensive language;
 - (ii) gestures (such as the middle finger); or
 - (iii) physical contact or threat.

This will be regarded as a threat to safety, which will not be tolerated with serious sanctions to be placed on the offending player.

4. ROLE AND EXPECTATIONS OF THE TEAM CAPTAIN.

- (a) The team captain is directly responsible and accountable for the conduct and misconduct of his team.
- (b) The team captain must ensure that the match runs smoothly.
- (c) The team captain must ensure that healthy relations are maintained with the team, with other opponents, spectators and umpires.
- (d) At the end of the match, no matter the result, it is the duty of the captain to initiate a “shakehand” with the entire opposing team. Cricket is nothing without good sportsmanship.
- (e) Team Captain must also write about the misconduct in the Captain’s report.
- (f) If there is any conflict with the opposing team, umpire and even within the team, the team captain must immediately report it to the Club President.

5. ROLE AND EXPECTATIONS OF THE CLUB COMMITTEE.

- (a) Committee members must ensure that Hawks Punjabi Cricket Club fosters a safe and inclusive environment that respects the rights of every person regardless of their gender, race, religion, ethnicity, political opinion and sexual orientation.
- (b) Committee members must ensure the safety of all members of Hawks Punjabi Cricket Club and the wider community by ensuring that safety measures and policies are in place. These safety measures include but are not limited to;
 - (i) bushfire safety and evacuation plans in the case of an emergency.



(c) Committee members must be impartial and unbiased in their decisions. They must take responsibility for their actions. Their role as committee members, including;

- (i) President;
- (ii) Vice-President;
- (iii) Secretary;
- (iv) Treasurer; or
- (v) Committee members

does not excuse them from any misconduct and will be held to the same regard of accountability as everyone else.

(d) Committee members must make sure that they are actively aware of their rights and responsibilities within the Hawks Punjabi Cricket Club Constitution.

(e) Committee members must not engage in inappropriate conduct such as;

- (i) offensive language;
- (ii) assault; and
- (iii) other offences,

they must ensure that they uphold Hawks Punjabi Cricket Club values at all times.

(f) Hawks Punjabi committee members will hear the offences and deliver relevant penalties;

- (i) Committee members will decide the penalty and will deliver it within a week.
- (ii) Penalties will be delivered by Club President and team captain.

7. OFFENCES AND RELEVANT PENALTIES.

Please note that these penalties are within Hawks Punjabi's accountability system. In the event that a member has received a sanction from a higher authority, they must also face the club's penalty which is separate.

(a) Verbal Abuse including offensive language (swearing, religious and racial slurs, and threats to life or wellbeing)

- (i) First Instance: Warning.
- (ii) Second Instance: Two week match ban.
- (iii) Third Instance: Suspension for the rest of the season.



- (b) *Physical Abuse including hitting, choking, throwing, pushing and other actions which may cause physical harm.*
- (i) First Instance: Warning and two week match ban.
 - (ii) Second Instance: Suspension for the rest of the season.

Please note that in the instance that the offending player has been found to have used verbal AND physical abuse, the penalty for physical abuse will prevail.

- (c) *Kicking and/or throwing of cricketing gear or Club equipment.*

- (i) First Instance: Warning.
- (ii) Second Instance: One match ban.

- (d) *Protesting the umpire's decision.*

- (i) First Instance: Verbal warning.
- (ii) Second Instance: One match ban.
- (iii) Third Instance: Two match ban.

- (e) *Playing under the influence of alcohol, drugs and intoxicants.*

- (i) First Instance: Two match ban.
- (ii) Second Instance: Suspension for the rest of the season.

- (f) *Avoiding duties & responsibilities.(water, tea duties, coming late to matches or any instructions by Captain)*

- (i) Warning.
- (ii) Second & last warning.
- (iii) Match ban.

Sarabjit Singh Bhamrah

**HAWKS PUNJABI INC.
CLUB PRESIDENT**



DECLARATION OF COOPERATION

I(*insert full name*), agree to;

1. Abide by the terms listed in this Code of Conduct.
2. Cooperate with the Hawks Punjabi Committee in their decisions regarding necessary disciplinary actions in the terms of the Code of Conduct are breached.

SIGNATURE OF CLUB MEMBER/PLAYER/VOLUNTEER

Date: _____

Signed: _____

Name: _____

SIGNATURE OF CLUB PRESIDENT

Date: _____

Signed: _____

Name: _____

Title: _____