

Affiliate Protection Policy

Purpose

South Australian Cricket Association Limited (**SACA**) and its affiliated Cricket Organisations are committed to making cricket a safe, respectful and inclusive environment for everyone.

Everyone involved in cricket should be treated with respect and dignity. SACA does not accept any form of Abuse, Bullying, Harassment, Sexual Misconduct, Discrimination, Victimisation or Vilification. This Affiliate Protection Policy (**Policy**) explains the standard of behaviour expected from everyone involved in cricket and the behaviours which will not be tolerated.

The Report and Complaint Resolution Procedure explains how people can raise concerns or alleged breaches under this Policy and how those matters will be managed, investigated and resolved.

For any incident involving a Child or Young Person, this Policy should be read in combination with Australian Cricket's (**AC**) Safeguarding Children and Young People Framework. This Policy does not replace or override any obligations or requirements under that framework or any relevant laws.

Scope

This Policy applies to:

- Cricket Organisations (including SACA); and
- Cricket Participants

Cricket Participants and Cricket Organisations are defined below.

This Policy applies to conduct (or alleged conduct) occurring in a cricket environment or clearly connected to cricket or cricket-related activities, including:

- during/at cricket matches (except for on-field allegations, as explained below – these are dealt with separately), training, clinics, tours, meetings or other cricket-related activities;
- at cricket venues/facilities, including clubrooms and changerooms;
- cricket social functions or events;
- cricket-related dealings with or between any Cricket Participant(s) and/or Cricket Organisation(s) (including staff or representatives);
- online activity (including on social media, websites or online platforms) or via electronic communication (e.g. email, Teams, Messenger), where related to cricket participation, cricket activities or a person's role within cricket; and/or
- where a person is participating in, attending or representing cricket in any capacity.

It also covers conduct occurring before, during or after a cricket-related activity where there is a clear connection to cricket.



This Policy will **NOT** apply in the following situations:

Personal matters or grievances not connected to cricket

Interactions (including on social media) that are personal and not connected to cricket activities, even if the people involved happen to be Cricket Participants. *Example: An argument or abusive message between two club members that has nothing to do with cricket.*

Ongoing personal issues not connected to cricket

If conduct or an incident initially occurs in a cricket-related setting, but later becomes a personal issue unrelated to cricket, this Policy does not cover interactions no longer directly connected to cricket. *Example: A physical incident occurs at a match (which may fall under this Policy) but later continues as a personal argument or social media abuse outside of cricket-related activities.*

Matters covered by another policy or process

The relevant Cricket Organisation or SACA may decide that a matter should be dealt with under another SACA or Australian Cricket policy, code or procedure.

Employment, governance, eligibility and selection issues or disputes are also outside of scope.

Premier Cricket By-Laws

This Policy will not apply where the SACA Premier Cricket By-Laws apply (as determined by SACA). The SACA Premier Cricket By-Laws will apply in priority to this Policy where they may otherwise cover the same scope, unless otherwise reasonably determined by SACA at its discretion.

On-field allegations

On-field allegations of misconduct or behavioural breaches will generally be dealt with under the relevant rules of the competition in which the relevant match is played, rather than under this Policy. At the discretion of SACA, this is subject to:

- allegations of on-field misconduct or behavioural breaches being part of a broader Report or Complaint raised under the Report and Complaint Resolution Procedure;
- competition rules not covering the conduct; or
- allegations of on-field misconduct or behavioural breaches involving:
 - a Child or Young Person or other Vulnerable Person; and/or
 - a Serious Breach,which may be more appropriately notified to SACA for assessment, management or other intervention or assistance.

Key concepts and definitions

Below are definitions of some key concepts / terms used in this Policy.

Affiliated Club / Association means a cricket club or association that has been granted affiliate status by SACA.

Complaint for the purposes of this Policy means a concern or allegation raised with a Cricket Organisation about possible Prohibited Conduct, a possible breach of a relevant Code of Behaviour, where the person making the Complaint is directly affected or acting on behalf of a Vulnerable Person. More guidance is given in the Report and Complaint Resolution Procedure.

Child or Young Person means a person under the age of 18 that participates or is involved in any program or services delivered by a Cricket Organisation.



Cricket Organisation includes:

- SACA;
- any SACA Affiliated Club or Association; and
- any other organisation which has agreed to be bound by this policy.

Cricket Participant includes:

- players registered with, or entitled to participate in the activities of, a Cricket Organisation;
- coaches appointed by a Cricket Organisation (whether in a professional or voluntary capacity) to train or support a Cricket Organisation player, team or squad;
- administrators with a role in the governance, administration or operation of a Cricket Organisation, including directors (if applicable), committee members, President, Vice President, Secretary, Treasurer or other persons holding a relevant role;
- officials, including umpires, scorers, other match officials appointed by a Cricket Organisation or Team sanctioned by SACA;
- player support personnel appointed by a Cricket Organisation (whether in a professional or voluntary capacity), including any trainer, team manager, player agent, selector, team official, doctor, physiotherapist, dietitian, fitness or other health related advisor;
- registered members of an Affiliated Club or Association;
- employees, contractors and volunteers of a Cricket Organisation; and
- any other individual who has agreed to be bound by this Policy (including, without limitation, a parent/guardian via any registration process).

Prohibited Conduct has the meaning given below under the heading “Prohibited Conduct”.

Protected Characteristic means age, disability, race or ethnicity, sex, sexual orientation or gender identity or religion.

Report for the purposes of this Policy means information provided to a Cricket Organisation about conduct of concern, including possible Prohibited Conduct or a possible breach of a relevant Code of Behaviour, regardless of whether the person making the Report is personally affected. More guidance is given in the Report and Complaint Resolution Procedure.

Vulnerable Person means a person who is:

- a Child or Young Person; or
- aged 18 years or over but is, or may be, unable to adequately care for or protect themselves against harm or exploitation due to age, illness, disability, trauma or any other relevant circumstance.

Expected standards of behaviour – Codes of Behaviour

Cricket Participants are expected to act with integrity, respect and to conduct themselves in a manner that upholds the values and reputation of cricket. All Cricket Participants are expected to comply with the Codes of Behaviour that apply to them (based on their role and involvement) in any cricket context within the scope of this Policy (see ‘Scope’ heading above). The Codes of Behaviour are as published and amended by SACA from time to time and available on the [SACA website](#). Failure to comply may, in some circumstances, result in a breach of this Policy (where relevant and appropriate).



Prohibited Conduct

All Cricket Organisations, Cricket Participants and any other person(s) or organisation(s) bound by this Policy **MUST NOT** engage in any Prohibited Conduct in any cricket context within the scope of this Policy (see 'Scope' heading above).

Under this Policy, Prohibited Conduct includes the following:

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, online or as the result of a publication viewable by any other person by any means.

Bullying

Occurs where a person or group of people repeatedly and intentionally uses words or actions, or inappropriately uses power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person, online or as the result of a publication viewable by any other person by any means.

Discrimination

Includes both direct and indirect discrimination (either in-person or online), which have the following meanings:

- 'Direct discrimination' occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances.
- 'Indirect discrimination' occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances.

Harassment

Means 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, whether in-person or online.

Sexual Misconduct

Means:

- Sexual Harassment, being any unwanted, unwelcome or uninvited behaviour of a sexual nature, which could make a person feel humiliated, intimidated or offended, including unwanted physical contact, familiarity or proximity, verbal remarks, sexual or explicit jokes, innuendo or leering,
- Sharing, showing, posting (including via social media), sending or distributing inappropriate pornographic, inappropriate, explicit or offensive material; and/or
- any criminal offence involving sexual activity or indecency.

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.



Vilification

Involves a public act, conduct or behaviour, either in-person or online, 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.

Examples of Prohibited Conduct

Examples of what may be Prohibited Conduct are included in Annexure 1 for guidance.

AC Safeguarding Children and Young People Framework

Prohibited Conduct as it relates to Children and Young People is defined and addressed in the [AC Safeguarding Children and Young People Framework](#). Please refer to the AC Safeguarding Children and Young People Policy for further information and guidance.

Note: If/where there is potentially any Child Abuse involved, the police and/or the relevant agency must be notified in accordance with the AC Safeguarding Children and Young People Framework (see guidance as to steps in Annexure 2).

Report and Complaints Resolution Procedure

The Report and Complaint Resolution Procedure will apply to any alleged breaches of this Policy (whether involving Prohibited Conduct and/or a Code of Behaviour or other breach). That procedure sets out the processes and pathways for managing allegations under, or any Report or Complaint arising from, this Policy.

Any potential breaches of this Policy should be referred to and managed and addressed by the relevant and most closely responsible Affiliated Club as the first point of contact. If not resolved at the Affiliated Club level, the matter should then be escalated to the relevant Affiliated Association, then to SACA and finally, where necessary or appropriate, to Cricket Australia (**CA**). This enables issues to be dealt with most efficiently and effectively at the lowest appropriate level.

SACA **MUST** be notified of any:

- matter involving a Child or Young Person or other Vulnerable Person; and/or
- matter potentially involving a breach of law/criminal offence.

Depending on the nature and circumstance, SACA **MAY** determine that for those categories of matters, it is appropriate for SACA to coordinate or manage any next steps.

Nothing in this Policy (or the Complaints and Dispute Resolution Procedure) prevents SACA or CA from making enquiries with a Cricket Organisation if they become aware of an allegation or concern under this Policy. SACA or CA may investigate any matter if they believe it is appropriate to do so. SACA may also notify CA of allegations it receives and, where needed, seek support from CA Integrity.

Education

SACA will be responsible for developing, implementing and maintaining education initiatives to support Cricket Organisations in implementing this Policy and to promote integrity, safety and respectful behaviour in a cricket environment.

Cricket Organisations may require Cricket Participants to complete education or training that is relevant to their role, level of participation and responsibilities and any identified integrity risks.



Cricket Organisation responsibilities

All Cricket Organisations must:

- adopt this Policy and follow it, including updating their governance documents if needed;
- promote and explain this Policy, provide education on it, keep it available on their website and supply copies on request; and
- use the forms and wording recommended by SACA to support and apply this Policy.

SACA will support Cricket Organisations to implement and apply this Policy where needed, including by providing guidance, education and training and resources as set out above.



ANNEXURE 1: Examples of Prohibited Conduct

The following examples outline conduct that may constitute Prohibited Conduct. These examples are provided for guidance and are not exhaustive.

Abuse may include, but is not limited to:

Physical Abuse

Any non-accidental physical harm or threat of harm, including:

- Hitting, punching, slapping, kicking, biting or burning;
- Shoving, grabbing, shaking or throwing a person or object;
- Spitting at a person;
- Deprivation of food, water or rest;
- Unreasonable physical restraint or confinement;
- Destroying property to intimidate, control or threaten; and
- Any behaviour that places a person at unreasonable risk of physical injury.

Emotional and Psychological Abuse

Behaviour, whether a single incident or repeated conduct, that causes emotional or psychological harm or distress, including:

- Intimidation, threats or deliberate humiliation;
- Deliberate exclusion or isolation intended to cause distress;
- Controlling, coercive or manipulative behaviour; and
- Any conduct intended to cause fear, distress or psychological harm.

Verbal Abuse

Spoken or written language, whether a single incident or repeated conduct, that is threatening, intimidating or humiliating, including:

- Offensive insults or name-calling;
- Swearing or aggressive language directed at a person;
- Yelling or verbal intimidation; and
- Attacks on a person's intelligence, appearance or personal characteristics.

Financial Abuse

Any misuse, exploitation or improper control of money, resources or financial decision-making that disadvantages or harms another person or an Affiliated Club or Association, including:

- Forcing players to purchase equipment through a specific person for personal gain;
- Manipulating selection or opportunities based on payments or gifts; and
- Misusing club funds, grants or fundraising money.

Inappropriate Use or Abuse of Power

Any misuse of authority, position, influence or trust that exploits, controls or harms another person, including:

- Using authority to intimidate, threaten or silence others;



- Coercing compliance through fear of negative consequences;
- Exploiting power imbalances (including between adults and children or people in positions of authority and those who are subordinate, vulnerable or reliant on them); and
- Pressuring or manipulating a person to act against their interests.

Bullying may include, but is not limited to, repeated instances of:

- Intentionally excluding a person, for example – from team activities, training sessions, drills, matches, social events or communications (whether in person or online);
- Giving intimidating or nasty looks, making rude, aggressive or threatening comments or gestures, calling names, belittling, insulting or deliberately ignoring someone;
- Spreading rumours or lies, or misrepresenting someone (including the misuse of social media to impersonate them);
- Hazing or initiation practices or rituals designed to embarrass, humiliate or demean players, or place them at risk of harm; and
- Teasing or mocking of a person’s performance, mistakes, skill level or development in a way that is hurtful or demeaning;

but does not include legitimate and reasonable:

- *Coaching, selection or performance management decisions ; or*
- *Disciplinary action, consistent with applicable policies and procedures.*

Discrimination is treating a person differently, unfavourably or unfairly (whether in-person or online) based on a protected attribute or characteristic including (without limitation):

- Age (e.g. overlooking a person for a role on the basis they are either “too old” or “too young”);
- Disability, including where they use an assistance aid or support (such as a wheelchair, cane, prosthetic, assistance animal or support person) (e.g. failing to make reasonable adjustments to enable participation);
- Race, colour, nationality, ethnicity or migrant status (e.g. deciding or assuming a player cannot perform a certain role - “people of that background can’t bowl pace” – and excluding them from opportunities on that basis);
- Sex, pregnancy, marital or relationship status, family or caring responsibilities or breastfeeding (e.g. limiting their participation, selection or advancement opportunities on that basis);
- Sexual orientation, gender identity or intersex status (e.g. exclusion, unequal conditions, inequitable pay for equivalent club roles or duties);
- Religion (e.g. refusing reasonable flexibility or accommodations for religious observances or preventing players from wearing approved religious clothing or attire); and
- Gender-based assumptions and exclusion (e.g. refusing or limiting appointments for women as coaches, umpires or captains because of a gender assumption such as “men know cricket better”).

Harassment may include, but is not limited to:

- Telling insulting jokes, including based on a Protected Characteristic;
- Sending unwanted offensive emails, text messages or other communications;



- Intentionally causing someone to feel unsafe, distressed or intimidated, including e.g. stalking someone (either in-person or online);
- Intentionally disclosing (either in-person or online) a Protected Characteristic or private information of someone without consent;
- Repeated insults, belittling comments or demeaning language about a person's ability, contribution or place within a team (such as "you're useless" or "you don't belong here"); and
- Posting or sharing embarrassing footage or content to mock, shame or ridicule a player, official or participant.

Sexual Misconduct may include, but is not limited to:

- Unwelcome or inappropriate touching of a sexual nature;
- Staring, leering or making sexual gestures that cause discomfort or intimidation;
- Showing, posting, sharing, sending or distributing sexually explicit, pornographic, inappropriate or offensive images, videos, digital content or materials (including screen savers or social media posts);
- Unnecessary familiarity or proximity, such as deliberately brushing up against a person or standing too close, or invading personal space in a sexual or suggestive way;
- Asking intrusive or inappropriate questions about someone's personal life, including their relationship or sex life;
- Using sexually degrading insults, exposing a person to pornography, making sexually explicit jokes, using sexual language to demean or intimidate or using sex to coerce compliance; and
- Criminal offences such as rape, sexual assault or indecent exposure.

Victimisation may include, but is not limited to:

- Deliberately failing to select or promote a player on merit because they supported, or were involved in, making a Complaint or Report;
- A coach or captain intentionally altering a player's usual role (e.g. moving them down the batting order, reducing bowling opportunities or excluding them from key matches) after they supported, or were involved in, making a Complaint or Report;
- Withholding coaching attention, mentoring, squad or pathway opportunities, or other development opportunities because a person supported, or were involved in, making a Complaint or Report;
- Disproportionate, unfair or retaliatory criticism, disciplinary action or the application of stricter standards because a person supported, or was involved in, making a Complaint or Report;
- Coaches, officials, volunteers, teammates or parents creating an intimidating or unwelcoming environment for a player or their family (e.g. ignoring, isolating, openly criticising, spreading rumours or socially excluding them) because they supported, or were involved in, making a Complaint or Report; and
- Direct or indirect attempts by coaches, officials, players or parents to pressure a person to retract or not pursue a Complaint or Report.



Vilification may include, but is not limited to:

- Speaking about a person's race, religion, ethnicity, nationality, gender identity, sexual orientation or disability in a way that could encourage others to dislike, hate, ridicule or exclude them;
- Encouraging or threatening violence or harm against people or groups, or damaging their property, because of their race, religion, ethnicity, nationality, gender identity, sexual orientation or disability;
- Targeted exclusion or hostility, e.g. parents, coaches or officials encouraging players to avoid, exclude or treat teammates differently because of their background or identity or deliberately isolating or creating a hostile environment;
- Racist, sexist or discriminatory language such as players or spectators using chants, jokes, or comments that are abusive or demeaning toward a particular group (whether encouraged by others or not);
- Club social media pages allowing, endorsing or failing to address hateful, discriminatory or derogatory comments about minority players, officials or groups; and
- Imitating, mocking or ridiculing a player's accent, cultural or religious practices or disability.



Annexure 2: Information for Reporting

If you believe a person is in immediate danger or in a life-threatening situation, contact the Police immediately on 000.

Note: For non-urgent concerns or to Report child abuse in South Australia, contact South Australia Police on 131 444 or the Department of Child Protection (Child Abuse Report Line) on 131 478.

Contact details for Cricket Organisations in Australia:		
State/Territory	Organisation	Phone Number
South Australia	SACA	08 8300 3800
Australian Capital Territory	Cricket ACT	02 6239 6002
New South Wales	Cricket NSW	02 8302 6000
Northern Territory	Northern Territory Cricket	08 8944 8900
Queensland Cricket	Queensland Cricket	07 3292 3100
Tasmania	Cricket Tasmania	03 6282 0400
Victoria	Cricket Victoria	03 9085 4000
Western Australia	WA Cricket	08 9265 7222
Australia	Cricket Australia	03 9653 9999

In addition to the contacts above, you can contact your Affiliated Club or Association:

- President/Executive
- Complaint Officer (if any)
- Child Safe Officer
- Member Protection Information Officer (MPIO)

Cricket Australia's Integrity Unit can also be contacted as follows:

- Via the Cricket Australia Integrity Hotline FAIR GAME (1300 3247 4263)
- Email Cricket Australia's Integrity Partner, Core [Integrity at fairgame@coreintegrity.com.au](mailto:Integrityatfairgame@coreintegrity.com.au); or
- Email Cricket Australia's Integrity Team at integrity@cricket.com.au

You can make a confidential (and anonymous) Report or Complaint to Cricket Australia's Integrity Partner, Core Integrity here: [CORE INTEGRITY HOTLINE](#)

OR use this QR Code:

