

| | | |
|--|----------------------|--------------------------|
| <i>Cricket Canada Code of Conduct</i> | | |
| Approved by: Board of Directors, 2017 | Last reviewed : 2017 | Document # CC-POL-001 |

1. Preamble

1.1. Cricket Canada is committed to providing a sport environment that is characterized by excellence, fairness, integrity, open communication, and mutual respect.

1.2. Cricket Canada believes these values and ideals should guide all our communications and actions, and that such conduct is in the best interest of all who participate in the sport of cricket.

1.3. Cricket Canada believes members who enter the sport of cricket , either on a professional or volunteer basis, shall advocate these standards and supplement Cricket Canada's ethical framework with their own moral conduct and behaviour.

2. Purpose

2.1. The purpose of this Code of Conduct (the "Code") is to ensure a safe and positive environment (within Cricket Canada's programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with Cricket Canada's core values. Cricket Canada supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

3. Definitions

3.1. The following terms have these meanings in this Code:

a) "Individuals" – Individuals employed by, or engaged in activities with, Cricket Canada including, but not limited to, athletes, coaches, officials, volunteers, managers, administrators, medical and paramedical personnel, committee members, employees, and Provincial Members, directors and officers of Cricket Canada.

4. Application

4.1. This Code applies to Individuals' conduct during Cricket Canada business, activities, and events including, but not limited to, competitions, training camps, travel associated with Cricket Canada's activities, Cricket Canada's office environment, internal communications, and any meetings.

4.2. This Code also applies to Individuals' conduct outside of Cricket Canada's business, activities, and events when such conduct adversely affects relationships within Cricket Canada (and its work and sport environment) or is detrimental to the image and reputation of Cricket Canada. Such applicability will be determined by Cricket Canada at its sole discretion.

5. Violation

5.1. An Individual who violates this Code may be subject to sanction(s) pursuant to Cricket Canada's Discipline and Complaints Policy. In addition to facing possible sanction(s), an Individual who violates this Code during a competition may be ejected from the competition or the playing area, and the Individual may be subject to any additional discipline associated with the particular competition.

5.2. Any actions of Harassment, including sexual and workplace harassment, shall be dealt with under Cricket Canada's Harassment Policy.

6. Responsibilities

6.1. Individuals have a responsibility to:

a) Maintain and enhance the dignity and self-esteem of Cricket Canada members and other Individuals by:

- Demonstrating respect to any person regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, economic status, marital status, gender identity, gender expression, sex, and sexual orientation;
- Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;

- Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
- Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
- Consistently treating individuals fairly and reasonably; and
- Ensuring adherence to the laws of cricket and the spirit of those laws.

b) Refrain from verbally or physically abusing opponents, officials, spectators, volunteers or sponsors;

c) Refrain from any form of harassment, including sexual and workplace harassment as defined under Cricket Canada's Harassment Policy;

d) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties;

e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Cricket Canada adopts and adheres to the Canadian Anti-Doping Program. Cricket Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Cricket Canada or any other organization;

f) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);

g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

h) Refrain from consuming alcohol, tobacco products, or recreational drugs while participating in Cricket Canada programs, activities, or competitions;

i) In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Cricket Canada's events;

j) Respect the property of others and not willfully cause damage;

- k) Promote cricket in the most constructive and positive manner possible;
- l) Adhere to all federal, provincial, municipal and host country laws;
- m) Comply, at all times, with Cricket Canada's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time; and
- n) Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of Cricket Canada.

7. Cricket Canada Board of Directors, Provincial Members, Committee Members and Employees

7.1. In addition to Clause 6 (above), Cricket Canada's Board of Directors (the "Board"), Provincial Members, Committee Members, and employees will have additional responsibilities to:

- a. Function primarily as a member of the Board, and/or committee(s) of Cricket Canada; not as a member of any other particular member or constituency;
- b. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Cricket Canada's business and the maintenance of Individuals' confidence;
- c. Ensure that Cricket Canada's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- d. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Cricket Canada;
- e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- f. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
- g. Keep informed about Cricket Canada's activities, the provincial sport community, and general trends in the sectors in which they operate;

- h. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Cricket Canada is incorporated;
- i. Respect the confidentiality appropriate to issues of a sensitive nature;
- j. Ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- k. Respect the decisions of the majority and resign if unable to do so;
- l. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- m. Have a thorough knowledge and understanding of all Cricket Canada governance documents; and
- n. Conform to the bylaws and policies approved by Cricket Canada, in particular Cricket Canada's Conflict of Interest Policy.

8. Coaches

Cricket Canada (CC) recognizes the importance of coaching in the development of athletes. Coaches guide and encourage athletes to reach their full potential on and off the field. However, the nature of the coach/athlete relationship comes with the understanding that the coach must behave in a responsible manner in performance of his/her duties.

The CC is committed to delivering technically and ethically sound training for its coaches.

CC coaches are expected to act professionally by:

- acting as a role model for athletes under their charge.
- encouraging fair play, honesty and 'sportsmanship' as core values of cricket.
- abstaining from alcohol and other intoxicating substances while performing coaching duties.
- treating athletes in a fair and unbiased manner.
- not singling out members of a team for personal criticism.
- acting respectfully toward others. This includes not engaging in public criticism of umpires and other match officials or other coaches.

CC coaches must:

- ensure the safety and well-being of cricketers in training sessions and competitions.
- not become intimately involved with any athletes whom they coach.
- not engage in harassing behavior toward athletes.
- never counsel or condone the use of doping practices or illegal substances by athletes.
- never condone the use of alcohol or tobacco by athletes.

APPLICATION

Cases where CC coaches do not adhere to their responsibilities may be brought to a disciplinary committee for sanctions, including possible dismissal.

9. Athletes

9.1. In addition to Clause 6 (above), athletes will have additional responsibilities to:

- a. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
- b. Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events;
- c. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
- d. Adhere to Cricket Canada's rules and requirements regarding clothing and equipment;
- e. Never ridicule an athlete for a poor performance or practice;
- f. Refrain from abusing cricket facilities or equipment;
- g. To meet reasonable requests for interview by the media, and provide the utmost in good manners toward sponsors and media personnel;
- h. Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators;

- i. Dress in a manner representative of Cricket Canada; focusing on neatness, cleanliness, and discretion; and
- j. Act in accordance with Cricket Canada's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

10. Officials

Cricket Canada (CC) recognizes the importance of officials (umpires) to its national programs and the development of cricket in general. For their part, officials must understand their responsibilities to those involved in a match and ensure they act in a respectful and professional manner.

CC is committed to delivering technically and ethically sound training for its officials.

CC officials have the responsibilities of:

- Performing their duties with integrity.
- Acting in a respectful manner toward athletes, coaches and other officials.
- Abstaining from alcohol and other intoxicating substances before and during the performance of their duties.

CC officials must:

- Consider the safety and well being of those involved in a match.
- Treat competitors, coaches and other officials with dignity and in an unbiased manner.
- Not engage in harassing behavior toward others.
- Never abuse their power (by requesting special treatment, sexual favours, etc.) or threaten reprisal.
- Never counsel or condone the use of doping practices or illegal substances by athletes.
- Never encourage the use of alcohol or tobacco.

APPLICATION

Cases where CC officials do not adhere to their responsibilities may be brought to a disciplinary committee for sanctions.

11. Volunteers

11.1. Volunteers play a critical role in the operation of Cricket Canada and their activities. Through their responsibilities the volunteer receives rewards such as personal development, recognition, feedback, a tie to family and community, and the personal satisfaction of helping others. In return the volunteer must be expected to conduct their efforts in a manner that will allow the values and goals of Cricket Canada to be achieved.

11.2. In addition to Clause 7 (above), Cricket Canada volunteers have a responsibility to:-

- a. Consistently display high personal standards and project a favourable image of cricket and volunteering;
- b. Abstain from drinking alcoholic beverages when performing your volunteer duties;
- c. Regularly seek ways of increasing professional development and self-awareness of cricket ;
- d. Treat members of other sport organizations with respect, both in victory and defeat;
- e. Attend to your volunteer duties, as directed, in a timely manner; and
- f. Ensure the safety of the people with whom they volunteer.

Social Media

- Only connect and communicate with others through Social Media in a positive manner.
- Ensure comments may not be interpreted as slurs, demeaning or inflammatory, etc.
- Comply with applicable privacy, confidentiality and intellectual property laws.
- Refrain from the use of Social Media for the purposes of fraud and/or impersonation.
- Refrain from uploading, posting, emailing or otherwise transmitting:
 - Any content that is offensive, obscene, unlawful, threatening, abusive, harassing, defamatory,
 - hateful, invasive of another's privacy or otherwise objectionable.
 - Material which is designed to cause annoyance, inconvenience, or needless anxiety to others;

- Infringes the patent, trademark, trade secret, copyright or other proprietary right of any other party;
- Any unsolicited or unauthorized advertising or commercial material, "junk mail", "spam", "chain letter", "pyramid scheme" or any other form of solicitation.
- Any material that contains software viruses or any other computer code, file or program designed to interrupt, destroy or limit the functionality of any computer software or telecommunications equipment

12. Review and Approval

12.1. Cricket Canada's Board of Directors shall review this Code biennially.

Adopted by the Cricket Canada's Board of Directors on:

Date: August 31 2017

Revision History

| Revision # | Revision Date | Approved By | Major Changes or Reason for Changes |
|-------------------|----------------------|--------------------|--|
| | | | |