

**WORCESTERSHIRE COUNTY LEAGUE
DISCIPLINARY REGULATIONS
AND PROCEDURES**
(based upon the ECB document for Regional Premier Leagues)

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1. Aims and Jurisdiction

- 1.1. The England & Wales Cricket Board (ECB) is committed to maintaining the highest standards of behaviour and conduct. The Worcestershire County League (the League) operating within the jurisdiction of the ECB, takes this commitment very seriously.
- 1.2. These discipline regulations, incorporating major parts of the ECB Model Code of Conduct and The Spirit of Cricket, have been adopted by all Premier Leagues and many Feeder Leagues in order to provide guidance and ensure uniformity in dealing with any alleged breach in the Code of Conduct.
- 1.3. The Disciplinary Regulations shall be complied with by all those who participate in the League including players, clubs, club officials, club members and any other person or body who is from time to time engaged in cricket related activities under the auspices of the League (participants). For the purposes of this document, “players” shall be deemed to include all other participants if the context so requires. The scope of these Regulations covers incidents occurring on any part of the cricket ground or buildings and not merely the field of play.
- 1.4. Subject to the mutual recognition provisions (Paragraph 9) the League shall be responsible for the enforcement and administration of the Disciplinary Regulations in relation to all participants. By virtue of their registration with the League and/or participation in cricket related activities under the auspices of the League, all participants agree to be bound by the Disciplinary Regulations.
- 1.5. All Participants are required to co-operate with the League in regard to discipline. Without prejudice to the generality of this requirement, every club shall take all reasonable steps to ensure the proper conduct of its Participants in accordance with the Discipline Regulations and shall not act in any way which is prejudicial or detrimental to the interests or reputation of the League or the game of cricket.
- 1.6. There is nothing in the Disciplinary Regulations preventing or discouraging clubs from applying additional or stronger penalties in regard to the Code of Conduct beyond those appearing within these Regulations, whether or not they are the subject of a discipline report. To this end, it is important that clubs have their own Code of Conduct and disciplinary procedures in place.

- 1.7. At all times it is to be remembered that the core aim of the Disciplinary Regulations is to maintain the highest standards of behaviour and conduct in the game of cricket. The procedures detailed in the Disciplinary Regulations are intended to be fair, straightforward and proportionate to the needs of the League and Participants, respecting fundamental principles of natural justice and fairness but recognising that those involved with the procedures will not typically be, and do not need to be, legally qualified. Therefore, as long as the principles of natural justice and fairness are not infringed, minor practical or technical points will not serve to invalidate the procedure or any decisions or findings under the Disciplinary Regulations.
- 1.8 In the event that any incident or other matter occurs which is not provided for by the Disciplinary Regulations (whether it relates to conduct, jurisdiction, procedure or penalty), then the Chairman of the League's Discipline Committee or his nominated deputy (Discipline Chairman) or the League's Disciplinary/Appeal Panel may take such action as considered appropriate in the circumstances, taking into account the specific circumstances and the principles of natural justice and fairness.
- 1.9 In the event that any alleged breach of the Code of Conduct falls under any other relevant ECB regulations (as may from time to time be in force), such as the ECB Safeguarding Complaints and Disciplinary Procedure, or is subject to investigation by the police or other public authority (or analogous body), or is subject to any other legal/regulatory process, the Administrator or the League's Disciplinary/Appeal Panel may stay the procedure under the Disciplinary Regulations.

2. Code of Conduct and Spirit of Cricket

2.1. Code of Conduct

- 2.1.1. Captains are responsible at all times for ensuring that play is conducted within the Spirit of Cricket (paragraph 2.2) as well as within the Laws.
- 2.1.2. Players must at all times accept the umpire's decision. Players must not show dissent at the umpire's decision or react in a provocative or disapproving manner towards another player or a spectator.
- 2.1.3. Players shall not intimidate assault or attempt to intimidate or assault an umpire, another participant or a spectator.
- 2.1.4. Players shall not use crude and/or abusive language (known as "sledging"), nor make offensive gestures or hand signals, nor deliberately distract an opponent.
- 2.1.5. Players and club officials shall not use language or gestures that offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's race (or perceived race), religion, sexual orientation, colour, descent or national or ethnic origin.
- 2.1.6. Players shall not use or in any way be concerned in the use or distribution of illegal drugs or other criminal activity.
- 2.1.7. Participants shall not make any public or media comment which is prejudicial or detrimental to the interests or reputation of other participants or the game of cricket in general. In this instance, media shall include (but not necessarily limited to) press, radio, television, external websites, club websites, social networking sites and club match programmes. Nothing in this provision shall prevent any comment which constitutes honest opinion in regard to cricketing matters and which is made in a fair and respectful manner.

2.1.8. Participants shall not publicly disclose or comment upon any alleged breach of this Code of Conduct to any third party within or outside the league by any means including Social media.

2.1.9. Participants shall not act in any manner which is against the Spirit of Cricket, otherwise improper, or prejudicial or detrimental to the interests or reputation of the League(s) or the game of cricket.

2.2. Spirit of Cricket

Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws, but also within the Spirit of the Game. Any action which is seen to abuse this spirit causes injury to the game itself. The major responsibility for ensuring the spirit of fair play rests with the captains.

2.2.1. There are two Laws which place the responsibility for the team's conduct firmly on the captain.

Responsibility of Captains

The captains are responsible at all times for ensuring that play is conducted within the Spirit of the Game as well as within the Laws.

Player's Conduct

In the event of any player failing to comply with the instructions of an umpire, criticising his decision by word or action, showing dissent, or generally behaving in a manner which might bring the game into disrepute, the umpire concerned shall in the first place report the matter to the other umpire and to the player's captain, requesting the latter to take action.

2.2.2. **Players**

Captains and umpires together set the tone for the conduct of a cricket match. Every player is expected to make an important contribution to this.

2.2.3. **Fair and Unfair Play**

According to the Laws the umpires are the sole judges of fair and unfair play. The umpires may intervene at any time, and it is the responsibility of the captain to take action where required.

2.2.4. **The umpires are authorised to intervene in cases of:**

- Time wasting
- Damaging the pitch
- Dangerous or unfair bowling
- Tampering with the ball
- Any other action that they consider to be unfair

2.2.5. **The Spirit of the Game involves RESPECT for:**

- Your opponents
- Your own captain and team
- The role of the umpires
- The game's traditional values

2.2.6. **It is against the Spirit of the Game:**

- To dispute an umpire's decision by word, action or gesture
- To direct abusive language towards an opponent or umpire
- To indulge in cheating or any sharp practice, for instance:

- Appeal knowing the batsman is not out.
- Advance towards an umpire in an aggressive manner when appealing.

- Seek to distract an opponent either verbally or by harassment with persistent clapping or unnecessary noise under the guise of enthusiasm and motivation of one's own side.

2.2.7. Violence

There is no place for any act of violence on the field of play.

- 2.3. Failure to comply with the provisions of the Code of Conduct may lead to disciplinary action, irrespective of a proven breach being related to a match not under the jurisdiction of the League.

3. Breaches and Reporting

- 3.1. Any participant in breach of the Code of Conduct shall be liable to penalties in the manner prescribed in the Disciplinary Regulations.

- 3.2. A breach of the Code of Conduct will normally be categorised as Level 1, 2, 3 or 4, as set out in Appendix 1.

3.3. Reporting of Breaches (Umpires)

- 3.3.1. For a first offence of a Level 1 breach of the Code of Conduct in a match, the umpire(s) should warn the player as to his future conduct (this is a "First and Final warning". The player and his captain should be advised that this warning will be noted on the Umpires report form.
- 3.3.2. If any player receiving such a warning then commits a further Level 1 breach in the match, the umpire(s) will advise him and his captain that they will be submitting a formal report.
- 3.3.3. Should the umpire(s) consider that the first offence of a Level 1 breach is sufficiently serious, they have the authority to decide to submit a formal report without having previously issued any warning. The player and his captain should be advised accordingly.
- 3.3.4. In all instances of any perceived Level 2, 3 or 4 breach, the umpire(s) should complete a formal report.
- 3.3.5. Any alleged breach of the Code of Conduct subject to a report by an umpire should be notified by telephone or e mail by the umpire to the Administrator within 24 hours of the end of the match. The written report should be sent, preferably by email using the standard discipline form, to the Administrator and be received within 72 hours of the end of the match.

3.4. Reporting of Breaches (Participants)

- 3.4.1 Any allegation of a breach of the Code of Conduct by a Participant made against another Participant which arises from an incident during the course of a match or on the field of play should be reported by a team's captain to the umpire(s).
- 3.4.2 Any allegation of a breach of the Code of Conduct by a Participant made against another Participant which does not arise from an incident during the course of a match or on the field of play should, ideally, be notified to the Administrator promptly after the incident giving rise to the allegation. Subject to any direction from the Administrator, a written report should be produced, which should allow the Administrator to understand
- i) the background to the alleged incident,
 - ii) why a breach of the Code of Conduct is alleged and
 - iii) the Level of breach alleged.

Where possible, notifications and reports should be submitted to the Administrator by a club secretary or directly through playcricket.com (or in such other manner as may be directed by the Administrator).

- 3.4.3. The Administrator shall have an overriding discretion to accept or decline reports submitted under paragraph 3.4.2. Save for exceptional circumstances, such reports shall not be accepted relating to any alleged breaches of the Code of Conduct which have been, or could have been, reported by an umpire pursuant to paragraph 3.3.5 (the Administrator may contact an umpire for his observations/views on allegations/the content of any report) or where there has been undue delay in making a notification or report.
- 3.4.4 Any complaints submitted under paragraph 3.4.2 must be made in good faith **by Club Chairman or Delegate ONLY**. The submission of a report which is trivial, vexatious, made for tactical reasons or otherwise improper may itself be treated as a breach of the Code of Conduct under paragraph 2.1.9.

4. Procedure

- 4.1. The Administrator or the Disciplinary Secretary shall, as soon as reasonably practicable, inform the Secretary or League delegate of the club concerned (or other participant as appropriate in the circumstances) that a report **or complaint** has been made.
- 4.2. A Level 1 or Level 2 breach of the Code of Conduct should in the first instance be dealt with by the participant's club (in accordance with the guidelines set out in Paragraph 6 below). The Secretary of the Club shall notify the Administrator within 48 hours of any action taken or which it proposes to take. In the case of Level 1 and Level 2 breaches, this shall, as a minimum, be a two match (Level 1) or three match (Level 2) ban to be effective immediately.
- 4.3. Within 48 hours of receipt of the written complaint, the Administrator or the Disciplinary Secretary shall consider the complaint and **within a further 48 hours from the receipt of the complaint** resolve either:
- i). To take no action except to record the complaint and notify the club of his decision; or
 - ii). To endorse any action taken by the club and confirm that no further action is required;
or
 - iii). To refer the matter for a full Disciplinary Hearing. Further reports may be requested from the Captain, officials or players involved with the complaint.

Level 3 or 4 complaints will automatically be subject to a full Disciplinary Hearing.

Any further reports requested by the Administrator or the Disciplinary Secretary should be sent to him within 48 hours of being contacted. A fine of £50 per week, or part thereof, will be levied against a Club or Player for failing to comply with these provisions. Further points deductions may also be applied.

- 4.4. Any match bans imposed by the club under paragraph 4.2 above shall be advised in writing to the relevant club's County Board by the League Administrator. Players should understand that match bans will normally apply to all cricket played under the auspices of ECB during the period of the ban.

5. Disciplinary Hearings

- 5.1. In any case which is referred for a Disciplinary Hearing, the Administrator or the Disciplinary Secretary shall make every effort to convene the hearing within 14 days of the decision to

refer. Any delay may only be granted at the discretion of the Chairman of the Disciplinary Hearing.

- 5.2. Where a charge against a player is referred to a Disciplinary Hearing, his captain and club may be charged separately under their responsibilities as set out in the Code of Conduct above.
- 5.3. At least seven days' notice in writing of the hearing shall be given to the participant, either directly or via his club Secretary as appropriate. The notice shall specify the alleged breach(es) of the Code of Conduct and the Level(s) of the alleged breach(es).
- 5.4. The accused participant shall be entitled:
 - To submit written statements ahead of the Disciplinary Hearing
 - To attend the Disciplinary Hearing
 - To state his case (in the case of a club, by its Secretary or other official)
 - To be legally represented or supported by a colleague and
 - To call witnesses.
- 5.5. If the player or club is to have representation present at the hearing then the details of that representation must be given to the Administrator or Disciplinary Secretary not less than 48 hours before the date of the hearing.
- 5.6. The Hearing shall be conducted by a Disciplinary Panel appointed by the Administrator or Disciplinary Secretary shall consist of not less than three persons and not more than five persons drawn from a list approved by the League's Management Committee. None of the Disciplinary Panel should be connected with the participant, the club or their opponents at the time of the alleged breach, or a club which might directly benefit from any disciplinary action.
- 5.7. A club or player involved in disciplinary proceedings will be solely responsible for meeting such costs or expenses as it or they may incur, including the cost of any legal or other representation.
- 5.8. The standard of proof shall be on the balance of probabilities rather than the criminal standard of beyond reasonable doubt.

6. Penalties

- 6.1. If at a hearing a breach of the Code of Conduct is proved, the Disciplinary Panel shall have the power to impose one or more of the following penalties, together with such order as to costs as it deems appropriate:

In the case of a player:-

- To require the player to submit appropriate letter(s) of apology within a specified time
- To record a reprimand and to give a warning as to future conduct
- To impose a fine, not to exceed £500
- To suspend the player for one or more matches, or for a stated period of time
- To deduct League points from the player's team
- To expel the player from the League

In the case of a player under the age of 18 years old

The County Board Welfare Officer will, immediately be informed. In such circumstances, the incident may be regarded as:-

- (i) A welfare and child protection case or
- (ii) An outright disciplinary case.

If the incident is being investigated by another organisation (e.g. the Police, ECB Welfare Department etc.) the League will await the outcome of the investigation before considering the matter.

As a guideline, the following penalties should be expected to be imposed for any complaint referred and, if appropriate, proved at a disciplinary hearing:-

- Level 1 2 to 6 matches, **plus 5 points deducted from team being represented.**
- Level 2 3 to 8 matches, **plus 10 points deducted from team being represented**
- Level 3 4 to 10 matches, **plus any points deductions as deemed appropriate.**
- Level 4 A minimum of 10 matches played under the auspices of ECB **plus any points deductions as deemed appropriate.**

Penalties may be stated in terms of weeks with a start and end date.

In the case of a club:

- To require the club to submit appropriate letter(s) of apology within a specified time
- To record a reprimand and to give a warning as to future conduct
- To impose a fine
- To deduct League points from the club's team for each match that one of their players is banned from playing. (up to 5 points per match)
- To suspend a team captain if he fails to control his players after warnings
- To expel the club from any competition of the League
- To relegate to any lower division of the League

In the case of any other Participant:

- To require the Participant to submit appropriate letter(s) of apology within a specified time;
- To record a reprimand and to give a warning as to future conduct;
- To impose a fine, not to exceed £500;
- To suspend the Participant for one or more specified matches and/or for a stated period of time;
- To deduct League points from the Participant's team; and
- To expel the Participant from the League

6.2. Panels will take the following factors into account when determining the penalties to be imposed:

- i). If the accused participant has pleaded guilty
- ii). The participant's previous disciplinary record
- iii). The participant's position in the Club eg Captain
- iv). The conduct of the participant subsequent to him being warned and told that he will be reported
- v). Any other mitigating or aggravating factors

6.3. The Disciplinary Panel shall have the power to suspend the operation of any part, or all, of the penalty it imposes for such period and subject to such terms and conditions it deems appropriate.

6.4 Where applicable, penalties will be carried over to apply in the following season.

6.5 Decisions of the Disciplinary Panel (a finding that a complaint is proved or not proved or a decision on penalty) shall be by majority vote; where necessary the Disciplinary Panel Chairman shall have a casting vote.

6.6 In accordance with the Cricket Discipline Commission (CDC) Regulations, it is envisaged that in any case where a suspension is lawfully imposed upon an ECB registered cricketer by the Disciplinary Panel such a suspension shall be recognised by the CDC. ECB registered cricketers have a right of appeal to an Appeal Panel of the CDC and, in the event a suspension is imposed upon an ECB registered cricketer by the Disciplinary Panel, the

General Manager shall, as soon as practicable, report the matter in writing to i) the ECB Head of Cricket Operations (First Class) and ii) the ECB Head of Non-First Class Cricket.

- 6.7 Where the complaint is not referred to a Disciplinary Hearing, repeated infringements, listed on umpires reports, by an individual player or by a club may still result in additional penalties as laid out in Appendix 2-Repeated breaches of discipline below.
- 6.8. In addition, where an individual behaves inappropriately or fails to respect the formality at any level during a Disciplinary Hearing, the Disciplinary Panel assumes the right to impose further corrective actions or penalties as it sees fit.
- 6.9 Where a representative and/or witness(es) behaves inappropriately or fails to respect the formality at any level during a Disciplinary Hearing this can be dealt with under the code by having a separate hearing.
- 6.10. The League shall report match bans in writing to the relevant club's County Board, who will also inform the ECB, and other local leagues in accordance with the following conditions
- i). Information about penalties imposed under these discipline regulations shall be shared with individuals at the club and County Board on a need to know basis, for example with individuals who need to be informed in order to give effect to the penalty;
 - ii). Information about match bans held by the County Board shall be shared with other clubs only for the purposes of ensuring recognition of penalties by other clubs; and
 - iii). Individuals subject to these discipline regulations must be made aware by their clubs that by playing in matches under the jurisdiction of the ECB, they agree that information about penalties imposed on them will be shared with the County Boards, ECB and other clubs in accordance with these discipline regulations.
- 6.11. All clubs within the League shall recognise and give full effect to any match ban, and/or any other penalty, imposed pursuant to these discipline regulation. Players should expect any match bans to apply to all cricket due to be played under the jurisdiction of the ECB during the period of the ban.

7. Appeals

- 7.1. Appeals shall only be allowed against an automatic suspension instigated for a Level 1 or 2 offence on the grounds of mistaken identity or misrepresentation.
- 7.2. Where a breach of the Code of Conduct has been proved at a Disciplinary Hearing, a participant shall have the right of appeal. This right should only be exercised in good faith upon reasonable grounds. Where more than one participant appeals in relation to the same incident, they must do so separately.
- 7.3. A notice of appeal setting out the grounds must be given in writing to the Administrator within seven days of the decision of the Disciplinary Panel, together with a deposit of £100 if the appeal is by a participant or £250 if the appeal is by a club. (£50 of the fee is non-refundable)
- 7.4. If a notice of appeal is given, the penalty shall not take effect pending the hearing of the Appeal, which shall take place as soon as is practicable and in any event within 14 days of receipt of notice of the appeal.
- 7.5. The Appeal shall be by way of a new hearing before a different Panel. The Appeal Panel shall be appointed by the Administrator and shall consist of not less than three persons and not more than five persons drawn from a list approved by the League's Management Committee. None of the Panel should be connected with the participant or their club or their opponents, or a club which might directly benefit from any disciplinary action or have been a member of the

original Disciplinary Panel. The participant shall have the same rights and entitlements as they had at their Disciplinary Hearing.

- 7.6. If the participant is to have representation present at the hearing then the details of that representation must be given to the Administrator not less than seven days before the date of the hearing.
- 7.7. Non-attendance at a hearing of the Appeals Panel by the participant without good and valid reason for such non-attendance will automatically result in forfeiture of their right of appeal.
- 7.8. The Appeal Panel may confirm, vary or reverse the decision of the Disciplinary Panel and it shall have the power to increase the penalty and award costs of the Appeal hearing and forfeit the whole or part of the deposit. (In reaching its decision, the Appeals panel may have regard to whether the right of appeal was exercised in good faith and upon reasonable grounds). Decisions of the Appeal Panel shall be by majority vote; where necessary, the Chairman shall have a casting vote.
- 7.9. The decision of the Appeal Panel or, if no appeal, of the Disciplinary Panel, shall be final and binding.

8. Non Payment of Fines

- 8.1. Any fine levied under these procedures or imposed for the breach of any match rule must be paid to the Treasurer of the League within 28 days of the Club being notified of such fine.
- 8.2. Any fines still outstanding at the end of that period shall be increased by 100% of the original fine, when the Secretary or Chairman of the offending Club shall be notified to the effect that the fine is outstanding. They will be given a reminder that if after a period of 14 days from that reminder, the fine is still outstanding, a deduction of 5 points shall be made from the points gained by the side that received the fine. (or, if the fine is not arising from a particular team, the club's 1st XI will be deducted 5 points.)

9. Mutual Recognition of Penalties

- 9.1 The League and clubs shall mutually recognise and give full effect to any penalty imposed by the Disciplinary and Appeal Panels of the Leagues (as defined at paragraph 1.1).
- 9.2 The League and clubs shall recognise and give effect to penalties imposed pursuant to any disciplinary or relevant regulations of all competitions under the auspices of County Cricket Boards, as defined and listed in the ECB's Articles of Association from time to time, and any other competitions as directed by the ECB from time-to-time (the Recognised Competitions).
- 9.3 The League and clubs shall mutually recognise and give full effect to any disciplinary penalty imposed by the following competitions, which shall also be Recognised Competitions :ECB National Club Championship, ECB National Club T20 Competition, Unicorns Championship and Unicorns K.O. Trophy.
- 9.4 For the purposes of this paragraph 9, a Participant may not play in matches under the auspices of the League whilst serving a suspension given by any other of the Leagues or a Recognised Competition. For the avoidance of doubt, in the event any other of the Leagues or a Recognised Competition suspends a player for a consecutive number of matches or for a period of time, that player may not play in any matches under the auspices of the League until that suspension has been served.
- 9.5 In order to give effect to the mutual recognition of penalties between the Leagues and Recognised Competitions, the League may report and receive information in regard to penalties imposed upon Participants pursuant to the Disciplinary Regulations to and from the ECB and Recognised Competitions. Information will be shared about the penalties imposed on

Participants on a 'need-to-know' basis with such Participants and other persons/bodies as are necessary to give effect to the penalty.

10. Data Protection Consent

Each Participant shall be deemed to have agreed, for the purposes of the Data Protection Act 1998 and otherwise, that their personal data may be processed and disclosed in accordance with, and for the purposes of the implementation of, the Disciplinary Regulations.

11. Confidentiality

11.1 All disciplinary proceedings which take place under the Disciplinary Regulations shall be confidential and shall take place in private.

11.2 The Leagues and the ECB shall have the right to publish any written decision of a Disciplinary Panel or Appeal Panel, including (but not necessarily limited to) publication on their websites, and Participants

APPENDIX 1 - BREACHES OF DISCIPLINE

Certain conduct, whether on or off the field of play of play, amounting to a breach of the Laws of Cricket and/or the Spirit of Cricket has been categorised into 4 levels which are set out below:-

A1.1 Level 1

- a) time wasting by either the fielding side or the batting side
- b) abuse of the cricket ground, equipment or fixtures
- c) showing dissent at an umpire's decision by word or action
- d) using language that is obscene, offensive or insulting and or the making of an obscene gesture
- e) excessive appealing

A1.2 Level 2

- a) showing serious dissent at an umpire's decision by word or action
- b) inappropriate and deliberate physical contact between players in the course of play
- c) charging or advancing towards an umpire in an aggressive manner when appealing
- d) deliberate and malicious distraction or obstruction on the field of play, regardless as to whether such conduct is deemed to be fair under law 42.5
- e) throwing the ball at or near a player, umpire or official in an inappropriate and dangerous manner
- f) using language or gesture that is obscene or of a serious insulting nature to another player, umpire, team official or spectator
- g) changing the condition of the ball other than as permitted by Law 42.3
- h) the bowling of fast short pitched balls that result in the bowler being disallowed from bowling further in that innings
- i) causing avoidable damage to the pitch contrary to Laws 42.13 and/or Law 42.14 that results in a five run penalty being awarded

A1.3 Level 3

- a) intimidating an umpire
- b) threatening to assault another player, team official or spectator
- c) using language or gesture that offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's age, race, religion, sexual orientation, colour, descent or national or ethnic origin (actual or perceived)
- d) the deliberate bowling of any high full-pitched ball contrary to Law 42.8

A1.4 Level 4

- a) threatening an umpire
- b) physical assault of another player, umpire, official or spectator
- c) any act of violence on the field of play
- d) using language or gestures that seriously offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's age, religion, sexual orientation, colour, descent or national or ethnic origin. (actual or perceived)

The conduct listed in Level 1 to Level 4 above cannot be considered to be exhaustive.

Where any alleged breach falls outside the conduct above, the Administrator or the Disciplinary Secretary shall determine the appropriate Level with reference to the following factors:

- the level of harm caused (or potentially caused) to the interests or reputation of the League(s) or the game of cricket in general;
- whether any alleged language used or gesture made may offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's age, race, religion, sexual orientation, colour, descent or national or ethnic origin (actual or perceived)
- whether it is alleged that any conduct was intended to cause physical harm to another person, or such harm was reasonably foreseeable;
- whether it is alleged that any conduct was intended to cause distress to another person, or such distress was reasonably foreseeable;
- whether it is alleged that any behaviour caused harm to a child, or such harm was reasonably foreseeable;
- the level of harm/distress the alleged conduct caused (or may have caused) to another person;
- whether it is alleged that any conduct was criminal or otherwise unlawful; and
- any other factor relevant to the particular circumstances of the alleged conduct.

In determining the appropriate level, it is again to be remembered that the core aim of the Disciplinary Regulations is to maintain the highest standards of behaviour and conduct in the game of cricket. The Level determined for an alleged breach of the Code of Conduct should be proportionate to achieve that core aim.

N.B. Clubs and players should be aware that any player suspended for part or all of the forthcoming season may have their information shared with other Leagues. The details are to include the player's name, club, the nature of the offence, the sentence and the start dates of the suspension

APPENDIX 2 - REPEATED BREACHES OF DISCIPLINE.

A2.1 Any player who receives a first and final warning on three occasions during the same season, shall be suspended by his club for the next two (2) league matches and the secretary of that club, or his deputy, will, by the Wednesday following the match, inform the Administrator of the action taken. Each subsequent first and final warning, during the same season, will carry a further two (2) match suspension.

- A2.2 Any player reported by an umpire for bad behaviour, for the second time in any one season, shall be suspended by his Club for the next **four** (4) League matches (minimum). The Secretary will inform the Administrator, as in paragraph A2.1 above.
- A2.3. Any player reported by an umpire for bad behaviour on **three** occasions in any one season will be suspended by his club for the next **ten** (10) League matches (minimum). The Secretary will inform the Administrator, as in paragraph A2.1 above.
- A2.4. Where the same player of a club is reported, on more than one occasion, that club shall have five (5) league points deducted, on the second, and each subsequent occasion, the player is the subject of report.
- A2.5. Any individual club having three (3) or more players reported in any one season shall have ten (10) league points deducted.

APPENDIX 3 - Personnel available for Disciplinary panel duties in 2015:

W.F.Tansell,
D.R.Thomas,
G.Roberson,
B.Williams,

(all from Management Committee who may be called upon to Chair hearings and/or appeals)

+ at least two from the Management Committee and/or club representatives currently as follows:

Simon Anderson (Cookley CC),
Steve Blight (Rushwick).
Roy Bray (Romsley & Hunnington CC).
Mick Clifford (Lye CC)
Neale Ingram (Bromsgrove CC)
Phil Mackie (Old Vigornians CC),
Tom Oliver (Belbroughton CC)
John Stanier (Oldswinford & Stourbridge Social CC),

Club representatives will not be asked to hear cases which involve sides from the same Divisions as their Club currently play in.

March 1st 2017