



Carlow Cricket Club

Discipline Policy 2024

1. PURPOSE, PRINCIPLES AND GUIDELINES

The following was approved Discipline Policy adopted by Carlow Cricket Club. The policy will be reviewed prior to the commencement of the cricket season 2025.

- The policy has been developed in accordance with the guidance laid out by Sport Ireland and Cricket Leinster.
- The Discipline Policy will be operated by the club in accordance with the 'Spirit of Cricket' and 'The Laws Of Cricket'
- This policy shall apply to all league, cup, representative and junior matches played and, in any activity, event and representation of Carlow Cricket club by members and including participants, volunteers, coaches, parents/guardians, referees, officials, visiting clubs and other personnel acting on behalf of the club.

2. RESPONSIBILITY FOR MAINTAINING DISCIPLINE

- The Club Committee is the body responsible for discipline within the Club and shall take whatever measures are required to maintain an acceptable standard of behaviour and apply appropriate penalties.
- When necessary, a Discipline Panel consisting of three officials will be established and an enquiry commenced. The Discipline Panel shall be appointed by the Club Secretary and will deal promptly with any complaint or incident in accordance with the club's procedure.
- Captains / Team Manager: The Captain, and in the case of junior teams, the Manager of the team, is responsible at all times for ensuring that play is conducted within the spirit of the game as well as within the laws. The Captain or Team Manager can instruct a player to leave the field of play and take no further part in the game or make a complaint after the game to the Club Secretary. Failure to take suitable action against an offender may render the Captain or Team Manager culpable under the discipline procedure.

3. CODE OF CONDUCT

- Carlow Cricket Club expects a high standard of conduct from its players, officials, members supporters and representatives.

- All players, officials, members and representatives are bound by the Club's disciplinary rules and shall conduct themselves accordingly.
- It is individual members' responsibility to read and sign the code of conduct, familiarise themselves with policies and procedures and promote the ethos of the club to volunteers, visitors and guests.

4. DISCIPLINE OFFENCES

Minor infringements of the Code of Conduct can/will/may be dealt with at the time by Captains, Coaches, Managers or Volunteers with a warning or guidance where appropriate.

The following are examples of breaches of the code of conduct, the list is comprehensive but not exhaustive and any infringement will be dealt with on its merits.

Level 1

- 1.1 Wilfully mistreating any part of the cricket ground, equipment or implements used in the match.
- 1.2 Showing dissent at an umpire's decision by word or action.
- 1.3 Using language that, in the circumstances, is obscene, offensive or insulting.
- 1.4 Making an obscene gesture.
- 1.5 Appealing excessively.
- 1.6 Advancing towards an umpire in an aggressive manner when appealing.
- 1.7 Any other misconduct, the nature of which is, in the opinion of the umpires, equivalent to a Level 1 offence.
- 1.8 Public criticism of, or inappropriate comment in relation to, an incident occurring in a match or of any player, match official or team participating in a match, irrespective of when such criticism or inappropriate comment is made. This shall include criticism or comments made on any of the social media.

Level 2

- 2.1 Showing serious dissent at an umpire's decision by word or action.
- 2.2 Making inappropriate and deliberate physical contact with another player.
- 2.3 Throwing the ball at a player, umpire or another person in an inappropriate and dangerous manner.
- 2.4 Using language or gesture to another player, umpire, team official, club member or spectator that, in the circumstances, is obscene or of a seriously insulting nature.
- 2.5 Any other misconduct, the nature of which is, in the opinion of the umpires, equivalent to a Level 2 offence.
- 2.6 Any attempt by a captain to manipulate the result of a match for reasons of league position, bonus points, net run rate or otherwise.
- 2.7 Commission of two Level 1 offences within 12 months (including offenses arising from separate incidents in the same match).

Level 3

- 3.1 Intimidating an umpire by language or gesture.
- 3.2 Threatening to assault a player or any other person except an umpire.
- 3.3 Using language or gestures that offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's race, religion, colour, descent and national or ethnic origin.

3.4 Commission of two Level 2 offenses within 12 months (including offenses arising from separate incidents in the same match).

Level 4

4.1 Threatening to assault an umpire.

4.2 Making inappropriate and deliberate physical contact with an umpire.

4.3 Physically assaulting a player or any other person.

4.4 Committing any other act of violence.

4.5 Using language or gestures that seriously offend, insult, humiliate, intimidate, threaten, disparage, or vilify another person based on that person's race, religion, colour, descent and national or ethnic origin.

4.6 Commission of two Level 3 offences within 12 months (including offences arising from separate incidents in the same match). Note: Suspension will apply to the next matches under the jurisdiction of Cricket Leinster in which the player is otherwise qualified to play.

5. DISCIPLINE PROCESS

- The Discipline process can only be instigated following a decision of Carlow Cricket Club Committee. The Club Committee may decide to utilise the Discipline Policy in the following circumstances:
 - receipt of a formal complaint from a person (or persons) within the club (See Complaints Policy)
 - Observations made by a Club Committee member with respect to behaviour of a club member(s).
 - Receipt of a formal complaint from another cricket club, match officials, Cricket Leinster, Cricket Ireland, or a member of the public.
- Should these complaints allege breach of Carlow Cricket Club's Code of Conduct, an Internal Discipline Enquiry will be initiated

6. INTERNAL DISCIPLINE ENQUIRY

- The enquiry purpose is to enquire into the circumstances giving rise to the complaint and to decide on the balance of probabilities, the matters of fact. Conduct will be proved on the balance of probabilities i.e. the enquiry must be satisfied by the evidence that it is more likely than not that the conduct occurred. In making such a decision, the enquiry members must exercise reasonable judgement and give appropriate and careful consideration to the evidence.
- If the incident occurred in the field. The Captain or Team Manager/trainer/appropriate person shall also be notified and offered the opportunity to comment (in writing or in person, on the incident), unless they are already the complainant or respondent
- The complainant is normally responsible for presenting their evidence to the panel in person, unless the Chair believes that the matter can be adequately described through written correspondence and / or evidence.
- The respondent should normally attend at the enquiry but if they cannot reasonably attend, they may with the consent of the Chair, nominate an individual to represent them.

- A witness should only be requested to attend if the Chair of the enquiry reasonably believes that his or her attendance is necessary to provide clarity or resolve a disputed issue in the matter.
- The Discipline Panel reserves the right to proceed with matters in the event of the non-attendance of a respondent unless a valid reason for this is given.
- The respondent is able to object in writing to the panel members nominated based on reasonable grounds for doing so. In such an instance the Club Chair will consider the objection and if he / she feels it appropriate, replace the member(s).
- The decision, penalty, and other matters arising for determination at the enquiry shall be on the basis of a simple majority vote. In the event of a split decision, the Chair shall have the casting vote.
- No person who is connected in any way with the complaint shall be involved in convening or officiating at the enquiry or on an appeal.
- The Club Secretary shall attend the enquiry to act as note taker. However, the Secretary will not have a vote in respect of the decision, penalty or other matters being determined by the enquiry.
- The decision of the Discipline Panel shall be confirmed in writing no later than seven days after the date of the hearing by the Club Secretary and will be put into effect from the date of the notification being sent, subject to any possible appeal.
- In the event of an appeal being lodged, the penalty shall not be put into effect until the appeal's outcome is known. In such circumstances, any penalty shall be put into effect as per the "Appeal Procedure" below.

7. APPEAL PROCEDURE

- The respondent may appeal the decision of the Discipline Panel. An appeal against the decision of the Discipline Panel shall be given in writing, setting out the reasons for the appeal, and must be received by the Club Secretary no later than seven days from the date the decision to be appealed against was communicated to the member. The Club Chair shall have the power to accept an appeal submitted out of time only in exceptional circumstances.
- Upon receipt of an appeal the Club Secretary should, within seven days of receipt, set a date for hearing the appeal, giving no less than seven days' notice to the complainant.
- If the respondent is to be legally represented at the appeal, they must notify the Club Secretary of their intention to do this at least 48 hours prior to the meeting.
- The Appeal Panel shall comprise of three people appointed by the Club Committee, excluding any person who comprised the Discipline Panel whose decision is under appeal.
- The Appeal Panel shall nominate one of its members as Chair.
- The Club Secretary shall attend the meeting in the capacity as note taker, to answer questions in relation to evidence that was presented at the initial hearing. However, the Secretary shall not have a vote on the outcome of the hearing.
- The Appeal Panel shall have the power to uphold or vary the decision, and to increase or decrease the penalties imposed.
- The decision of the Appeal Panel shall be final and binding on all parties.
- The decision of the Appeal Panel shall be confirmed in writing no later than seven days after the date of the hearing by the Club Secretary and will be put into effect from the date of the notification being sent.

8. OUTCOME AND PENALTIES

- The Discipline Panel shall impose such penalties as they consider appropriate which can include, but are not limited to, one or more of the following;
- Removal of Club membership from the member for a period of time, or indefinitely.
- Suspension of the member from playing for the Club for a period of time.
- Suspension from using the Club's facilities for a period of time.
- Giving the member a written warning about their future conduct.
- Requiring the member to provide a letter of apology (in which case this must be delivered to the Club Secretary within seven days).
- Taking no further action.

In considering an appropriate penalty, both the Internal Club Enquiry Committee and the Appeal Committee may take into account the conduct of the member during the three previous years.

9. OTHER DISCIPLINARY PROCEDURES

- If action is taken by Cricket Ireland, Cricket Leinster or another club against a Carlow Cricket Club player or representative, the Club will ensure all procedures are adhered to and will accompany the player to a hearing, if that is considered appropriate or requested.
- No player who is currently under any suspension imposed by Carlow Cricket Club, or any other league (or any other member club of Cricket Leinster or any other league) may play in matches for the Club.
- Carlow Cricket Club may refuse to register any player until the Club is satisfied that the player's disciplinary status is acceptable. Players and members of Carlow Cricket Club representing the club are subject to its discipline rules and will be answerable for any transgressions whilst representing the club.

10. NOTIFICATION OF DISCIPLINE

Any breaches of the code of conduct or behaviour that amount to incidents of suspected or actual criminal behaviour will be reported to the relevant authorities/Safeguarding bodies.

Details of disciplinary enquiry undertaken by the Club against a player will be recorded by the club either electronically or in written/evidential form and kept securely for 3 years for legal purposes. Any action resulting in suspension from playing may be communicated to Cricket Leinster and the sport's governing bodies where appropriate.