

The International Cricket Council

Anti-Discrimination Code for Participants

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INTERNATIONAL CRICKET COUNCIL

ANTI-DISCRIMINATION CODE FOR PARTICIPANTS

INTRODUCTION

The ICC is the international federation responsible for the global governance of the sport of cricket and the Anti-Discrimination Code for Participants (the “**Anti-Discrimination Code**”) is adopted and implemented as part of the ICC’s continuing efforts to maintain the public image, popularity and integrity of cricket by providing: (a) an effective means to deter any participant from conducting themselves in a manner that may be construed as discriminatory or offensive based upon certain protected personal characteristics of another; and (b) a robust disciplinary procedure pursuant to which all matters of improper conduct of this nature can be dealt with fairly, with certainty and in an expeditious manner.

Unless otherwise indicated, references to Articles and Appendices are to articles and appendices of the *Anti-Discrimination Code*. Words in italicised text in the *Anti-Discrimination Code* are defined terms and their definitions are set out in Appendix 1.

ARTICLE 1 SCOPE AND APPLICATION

- 1.1 All *Participants* are automatically bound by and required to comply with all of the provisions of the *Anti-Discrimination Code*. Accordingly, by their participation (in the case of a *Player*) or assistance in participation (in the case of a *Player Support Personnel*) or appointment to officiate (in the case of an *Umpire* or *Match Referee*) or appointment to support an *Umpire* or *Match Referee* (in the case of an *Umpire Support Personnel*) in an *International Match*, such *Participants* shall be deemed to have agreed:
- 1.1.1 that it is their personal responsibility to familiarise themselves with all of the requirements of the *Anti-Discrimination Code*, including what conduct constitutes an offence under the *Anti-Discrimination Code*;
 - 1.1.2 to submit to the exclusive jurisdiction of any *Judicial Commissioner* or *Appeal Panel* convened under the *Anti-Discrimination Code* to hear and determine charges brought (and any appeals in relation thereto) pursuant to the *Anti-Discrimination Code*; and
 - 1.1.3 not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the *Judicial Commissioner* or *Appeal Panel*.
- 1.2 All *Participants* shall continue to be bound by and required to comply with the *Anti-Discrimination Code* until he/she has not participated (in the case of a *Player*), or assisted a *Player’s* participation (in the case of a *Player Support Personnel*), or officiated (in the case of an *Umpire* or *Match Referee*), or been appointed to support an *Umpire* or *Match Referee* (in the case of an *Umpire Support Personnel*) in an *International Match* for a period of three (3) months and the ICC shall continue to have jurisdiction over him/her under the *Anti-Discrimination Code* thereafter in respect of matters taking place prior to that point.
- 1.3 Without prejudice to Articles 1.1 and 1.2, the ICC and the *National Cricket Federations* shall be responsible for promoting *Anti-Discrimination Code* awareness and education amongst all *Participants*.
- 1.4 It is acknowledged that certain *Participants* may also be subject to other rules of *National Cricket Federations* that govern discipline and/or conduct, and that the same conduct of such *Participants* may implicate not only the *Anti-Discrimination Code* but also such other rules that may apply. For the

avoidance of any doubt, *Participants* acknowledge and agree that: (a) the *Anti-Discrimination Code* is not intended to limit the responsibilities of any *Participant* under such other rules; and (b) nothing in such other rules shall be capable of removing, superseding or amending in any way the jurisdiction of the *Judicial Commissioner* or *Appeal Panel* to determine matters properly arising pursuant to the *Anti-Discrimination Code*.

1.5 The conduct prohibited under the *Anti-Discrimination Code* may also constitute a breach of other applicable laws or regulations (e.g. governing equal opportunities and/or anti-discrimination). The *Anti-Discrimination Code* is intended to supplement such laws and regulations with further rules of professional conduct for those involved in the sport of cricket. It is not intended, and may not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. *Participants* must comply with all applicable laws and regulations at all times.

1.6 For the avoidance of any doubt:

1.6.1 the *Anti-Discrimination Code* is not intended in any way to replace the *ICC Anti-Discrimination Policy for International Cricket* (as amended from time to time) which shall remain in full force and effect and to which the *ICC* and all *National Cricket Federations* agree to be bound at all times; and

1.6.2 where a representative side of a *National Cricket Federation* participates in an *International Tour Match* against a domestic or invitational team, for the purposes of their participation in such *International Tour Match*:

1.6.2.1 all *Players* and *Player Support Personnel* representing the *National Cricket Federation's* representative side are automatically bound by, required to comply with, and shall submit themselves to the jurisdiction of this *Anti-Discrimination Code*; and

1.6.2.2 all players or player support personnel representing the domestic or invitational team shall not be bound by this *Anti-Discrimination Code*. Instead, such individuals will be bound by, required to comply with, and shall submit themselves to the jurisdiction of the relevant *National Cricket Federation's* own applicable rules of conduct.

ARTICLE 2 OFFENCE

2.1 The following conduct, if committed by a *Participant* at any time during, or in relation to, an *International Match*, shall amount to an offence under the *Anti-Discrimination Code*:

2.1.1 Engaging in any conduct (whether through the use of language, gestures or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify any reasonable person in the position of a *Player*, *Player Support Personnel*, *Umpire*, *Match Referee*, *Umpire Support Personnel* or any other person (including a spectator) on the basis of their race, religion, culture, colour, descent, national or ethnic origin, sex, gender, sexual orientation, disability, marital status and/or maternity status

ARTICLE 3 REPORTING AN ALLEGED OFFENCE UNDER THE ANTI-DISCRIMINATION CODE

NOTE: Where an offence under the *Anti-Discrimination Code* is alleged to have occurred during, or in relation to, an *International Match* that is played as part of an *ICC Event*, the *Anti-Discrimination Code* shall apply in full, but with a series of amendments to the reporting, notification, disciplinary and appeals procedure (Articles 3, 4, 5 and 8) in order to ensure that any matters arising can be dealt with expediently. Such amendments are described in detail in Appendix 2.

- 3.1** Any one of the following individuals can report an alleged offence under the *Anti-Discrimination Code* by lodging a report in the manner described in Article 3.2, below (a **“Report”**):
- 3.1.1** an *Umpire* that officiated in the *International Match* during, or in relation to which, the alleged offence was committed;
 - 3.1.2** the *Match Referee* that was appointed to officiate in the *International Match* during, or in relation to which, the alleged offence was committed;
 - 3.1.3** the Team Manager or CEO of either of the two *National Cricket Federations* whose representative teams participated in the *International Match* during, or in relation to which, the alleged offence was committed; or
 - 3.1.4** the *ICC’s Chief Executive Officer*.
- 3.2** All *Reports* must be completed on Form “Rep 1” (or such other form as may be made available for such purposes by the *ICC* from time to time). All *Reports* must be signed and dated by the person lodging the *Report* and must be lodged with the *Match Referee* (or, where, for logistical reasons, it is impractical to lodge with the *Match Referee*, the *ICC’s Legal Department*) as soon as reasonably practicable, and in any event no later than seven (7) days after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the *Report*.
- 3.3** Where it is alleged that a *Participant* has committed more than one offence under the *Anti-Discrimination Code* during, or in relation to, an *International Match* (whether arising out of the same set of facts or otherwise), then a separate *Report* should be filed in accordance with this Article 3 for each of the offences alleged to have been committed.

ARTICLE 4 NOTIFICATION AND CONCILIATION PROCEDURE

- 4.1** Where a *Match Referee* (or, as applicable, the *ICC’s Legal Department*) receives a *Report* lodged under Article 3, he/she must promptly submit the *Report* to the *ICC’s General Counsel*. Upon receipt of a *Report*, the *ICC’s General Counsel* must promptly carry out an investigation into the circumstances detailed in the *Report* (which may include speaking with relevant parties and reviewing relevant documents and other supporting materials) in order to determine whether the *Participant* named in the *Report* has a case to answer.
- 4.2** If the initial review of the *Report* reveals that there is no case to answer, then the *ICC* shall notify the person who filed the *Report* of that fact, and the matter shall not proceed any further.
- 4.3** If the initial review of the *Report* reveals that there is a case to answer, then, provided that the *ICC* consents to the matter being resolved by a process of conciliation (such consent not to be withheld unless it determines, acting reasonably, that the circumstances of the matter do no merit resolution by conciliation or there is a genuine and reasonable concern that a just and appropriate resolution of the matter will not be reached through a process of conciliation), the *ICC* shall comply with the following procedure:
- 4.3.1** The *ICC’s General Counsel* shall notify the following individuals of their entitlement to have the matter referred at the first instance to a process of conciliation and seek express written consent from each of them, within a period specified by the *ICC’s General Counsel* in his/her notice, to proceed on that basis:
 - 4.3.1.1** the *Participant* named in the *Report*; and

4.3.1.2 the individual(s) who has/have been the subject of the alleged offence.

4.3.2 Where the *ICC* does not consent to the matter being resolved by a process of resolution or where the *ICC's General Counsel* is unable to obtain the express written consent from both of the individuals described in Articles 4.3.1.1 and 4.3.1.2 within the deadline specified in the notice, then the matter shall not be referred to a process of conciliation, instead it shall proceed in accordance with Article 4.4.

4.3.3 Where a matter proceeds to conciliation under Article 4.3.1, then the case shall be referred to a *Conciliator* who shall be responsible for overseeing a process of conciliation to take place as soon as possible and, unless exceptional circumstances apply, no later than fourteen (14) days after the receipt by the *ICC's General Counsel* of the consents described in Article 4.3.1, in accordance with the following procedure:

4.3.3.1 The *ICC* shall appoint one independent *Conciliator* who will oversee the conciliation sitting alone. For the avoidance of doubt, the appointed *Conciliator* may be from a country participating in the *International Match* during, or in relation to which, the alleged offence was committed, provided that the *Conciliator* remains independent of the relevant parties and the *ICC* at all times.

4.3.3.2 Unless exceptional circumstances apply, each of the parties identified in Articles 4.3.1.1 and 4.3.1.2, together with: (a) the person who lodged the *Report* (or, in the case of the *ICC's Chief Executive Officer*, his/her nominee); and (b) a representative of the *ICC's Legal Department*, must attend any conciliation meeting that is scheduled by the *Conciliator*. Each individual shall have the right (at his/her or its own expense) to be represented at such conciliation meeting by such representative (including legal counsel) of his/her or its own choosing and to make submissions to the *Conciliator*. Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the conciliation by telephone or video conference (if available). In addition, where the *Participant* charged is a *Player* or *Player Support Personnel*, any one of the *Team Captain*, *Team Vice Captain* or *Team Manager* of the team that any *Player* or *Player Support Personnel* attending such conciliation meeting represents, may also attend such conciliation meeting to provide additional support and assistance to that *Player* or *Player Support Personnel*.

4.3.3.3 Subject to the discretion of the *Conciliator* (or the *ICC* in circumstances where the *Conciliator* is yet to be appointed) to order otherwise for good cause shown by either party, conciliation meetings shall take place in the country in which the alleged offence was committed.

4.3.3.4 All of the parties involved in the conciliation procedure must fully engage with the *Conciliator* and the conciliation procedure with an open mind and must act, at all times, honestly and in good faith.

4.3.3.5 The procedure which is to be followed prior to, and during the conciliation meeting shall be entirely at the discretion of the *Conciliator*, provided that any such meeting is conducted in an open, inquisitive, non-adversarial and fair manner which enables all of the attending parties a reasonable opportunity to present any evidence that is deemed by the *Conciliator* to be appropriate and to address the *Conciliator* on any matter relevant to the alleged offence. In accordance with Article 6.2, all statements, submissions and evidence made, heard or disclosed during any part of the conciliation process shall be so made, heard or disclosed strictly (unless the relevant party agrees otherwise) on a 'without prejudice' basis

and may only be used by any party for the purposes of the conciliation process only.

4.3.3.6 During the conciliation meeting, the *Conciliator* will discuss the circumstances of the alleged offence with the relevant parties and explore the possibility of reaching a consensual solution for how to resolve the matter without invoking the disciplinary procedure set out in Article 5. Such a solution may incorporate, without limitation, any of the following (or any combination of the following) outcomes: (a) the voluntary imposition of a period of suspension (which period must be determined having due regard to the range of permissible sanctions in Article 7.3) by the *Participant* alleged to have committed the offence; and/or (b) a public apology and/or explanation as to the parties' conduct and circumstances surrounding the alleged offence; and/or (c) a private apology and/or explanation as to the parties' conduct and circumstances surrounding the alleged offence; and/or (d) a joint press statement being issued about the parties' conduct and circumstances surrounding the alleged offence and/or its resolution by conciliation; and/or (e) an agreement by the *Participant* alleged to have committed the offence, to undergo a specified programme of education and/or counselling designed to promote the understanding and awareness of issues directly relevant to the offence that is alleged to have been committed.

4.3.3.7 At the end of the conciliation meeting, if the *Conciliator* is satisfied that all of the parties have reached a consensual resolution of the matter, then he/she shall document such resolution and arrange for the signature of all relevant parties to be attested to such document. Any consensual resolution reached by all parties during such conciliation meeting shall be the full, final and complete disposition of the matter and will be binding on all parties.

4.3.3.8 At the end of the conciliation meeting, if the *Conciliator* is not satisfied that all of the parties have reached a consensual resolution of the matter, then the conciliation process shall be terminated immediately and the matter shall proceed in accordance with Article 4.4.

4.3.3.9 The *ICC* will issue a public announcement regarding any consensual resolution reached by all the parties during the conciliation meeting as soon as reasonably practicable after the end of the conciliation meeting. The public announcement may include details of the identity of the *Conciliator* and the process followed, as well as the offence committed and the terms of any agreed resolution. Until such time as a public announcement is published by the *ICC*, all parties involved in the conciliation procedure shall treat such procedure as strictly confidential. For the avoidance of doubt, nothing in this Article shall prevent the *ICC* or either of the parties (or any relevant *National Cricket Federation*) publicly confirming the date of any conciliation meeting, the offence that is alleged to have been committed and/or the name of the *Participant* charged.

4.4 If the initial review of the *Report* reveals that there is a case to answer and either: (a) the *ICC* did not consider it to be an appropriate matter for resolution through conciliation (Article 4.3); or (b) the relevant parties did not consent to the matter being resolved through a conciliation process (Article 4.3.2); or (c) following a conciliation meeting the *Conciliator* was not satisfied that the parties were able to reach a consensual resolution (Article 4.3.3.8), then the *ICC* shall promptly provide a copy of the *Report*, together with a completed Form "Not 1" (such documents comprising the '**Notice of Charge**') to the following individuals:

4.4.1 the *Participant* named in the *Report*;

- 4.4.2 where applicable, the *Team Manager* of the relevant *Participant* named in the *Report*; and
- 4.4.3 where applicable, the CEO of the *National Cricket Federation* to which the relevant *Participant* is affiliated.
- 4.5 The *Notice of Charge* shall specify that the *Participant* shall have the following options:
- 4.5.1 he/she may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the *ICC*'s discretion, but at all times within the appropriate range for the offence). In such circumstances, and provided that such admission has been received by the *ICC*'s *General Counsel* prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the *Judicial Commissioner* shall not be required and no further action shall be taken, save that the *ICC* shall promptly issue a public statement confirming: (a) the commission of an offence under the *Anti-Discrimination Code*; and (b) the imposition of the applicable sanction specified in the *Notice of Charge*; or
- 4.5.2 he/she may admit the offence charge but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.1; or
- 4.5.3 he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.1.

ARTICLE 5 THE DISCIPLINARY PROCEDURE

- 5.1 Where a matter proceeds to a hearing under Article 4.5.2 or 4.5.3, then the case shall be referred to a *Judicial Commissioner* for adjudication in accordance with the following procedure:
- 5.1.1 As soon as reasonably possible, the *ICC* shall appoint one member from the *ICC*'s *Code of Conduct Commission* to sit as the *Judicial Commissioner* to hear the case sitting alone. The appointed member shall be independent of the parties, have had no prior involvement with the case and shall not, unless otherwise agreed between the parties, be from a country participating in the *International Match* during, or in relation to which, the alleged offence was committed, or, where the *Participant* charged is an *Umpire*, *Match Referee* or *Umpire Support Personnel*, be from the same country as the relevant *Participant*
- 5.1.2 The *Judicial Commissioner* shall convene a preliminary hearing with the *ICC* and its legal representatives, and with the *Participant* and his/her legal representatives (if any). The preliminary hearing should take place as soon as possible (provided that the *Participant* shall be given a reasonable period of notice of the same) by telephone conference call unless the *Judicial Commissioner* determines otherwise. The non-participation of the *Participant* or his/her representative at the preliminary hearing shall not prevent the *Judicial Commissioner* from proceeding with the preliminary hearing, whether or not any written submissions are made on behalf of the *Participant*.
- 5.1.3 The purpose of the preliminary hearing shall be to allow the *Judicial Commissioner* to address any preliminary issues. In particular (but without limitation), the *Judicial Commissioner* shall:
- 5.1.3.1 determine the date(s) upon which the full hearing shall be held. Save in exceptional circumstances or where the parties otherwise agree, the full hearing should take place no longer than fourteen (14) days after the receipt by the *Participant* of the *Notice of Charge*;

5.1.3.2 establish dates reasonably in advance of the date of the full hearing by which:

- (a) the *ICC* shall submit an opening brief with argument on all issues that the *ICC* wishes to raise at the hearing and a list of the witnesses that the *ICC* intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of the exhibits that the *ICC* intends to introduce at the hearing;
- (b) the *Participant* shall submit an answering brief, addressing the *ICC*'s arguments and setting out argument on the issues that he/she wishes to raise at the hearing, as well as a list of the witnesses that he/she intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of the exhibits that he/she intends to introduce at the hearing; and
- (c) the *ICC* may (at its discretion) submit a reply brief, responding to the answer brief of the *Participant* and listing any rebuttal witnesses that the *ICC* intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of any other exhibits that the *ICC* intends to introduce at the hearing; and

5.1.3.3 make such order as the *Judicial Commissioner* shall deem appropriate in relation to the production of relevant documents and/or other materials between the parties.

5.1.4 Subject to the discretion of the *Judicial Commissioner* to order otherwise for good cause shown by either party, hearings before the *Judicial Commissioner* shall take place in the country in which the alleged offence was committed.

5.1.5 The procedure followed at the hearing shall be at the discretion of the *Judicial Commissioner*, provided that the hearing is conducted in a manner which offers the *Participant* a fair and reasonable opportunity to present evidence (including the right to call and to question witnesses by telephone or video-conference where necessary), address the *Judicial Commissioner* and present his/her case. For the avoidance of any doubt, in accordance with Article 6.2, unless the relevant party agrees otherwise, no evidence shall be adduced, given or accepted during any hearing before the *Judicial Commissioner* in relation to anything that may have been said or disclosed during any part of any 'without prejudice' conciliation process carried out pursuant to Article 4.3.

5.1.6 The hearing before the *Judicial Commissioner* shall be in English, and certified English translations shall be submitted of any non-English documents put before the *Judicial Commissioner*. The cost of the translation shall be borne by the party offering the document(s). If required by the *Judicial Commissioner* (at his/her discretion), the *ICC* shall make arrangements to have the hearing recorded or transcribed. If requested by the *Participant*, the *ICC* shall also arrange for an interpreter to attend the hearing. Such costs of transcription and interpretation shall be paid by the *ICC*.

5.1.7 Where video evidence of the alleged offence is available at the hearing before the *Judicial Commissioner*, then it may be relied upon by any party, provided that all other parties shall have the right to make such representations in relation to it that they may see fit.

5.1.8 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Judicial Commissioner*: (a) the *Participant* who has been charged with the alleged offence; (b) the person who lodged the *Report* (or, in the case of the *ICC*'s *Chief Executive Officer*, his/her representative/nominee); and (c) a representative of the

ICC's Legal Department. Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Judicial Commissioner* by telephone or video conference (if available). Without prejudice to the *Participant's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.1.9, where the *Participant* charged is a *Player* or *Player Support Personnel*, one of the *Team Captain*, *Team Vice-Captain* or *Team Manager* of the team that the *Player* or *Player Support Personnel* represents may also attend such a hearing to provide additional support and assistance to the *Player* or *Player Support Personnel*.

5.1.9 Each of the individuals described in Article 5.1.8(a) and (b) shall have the right (at his/her or its own expense) to be represented at the hearing before the *Judicial Commissioner* by such representative (including legal counsel) of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* or *Match Referee* that officiated in the *International Match* in question or the ICC's *Chief Executive Officer*, then such person shall be entitled to be represented prior to, and during, the hearing (if he/she considers necessary) by a representative of the ICC's Legal Department.

5.1.10 The non-attendance of the *Participant* or his/her representative at the hearing, after proper notice of the hearing has been provided, shall not prevent the *Judicial Commissioner* from proceeding with the hearing in his/her absence, whether or not any written submissions are made on his/her behalf.

5.1.11 At the end of a hearing, where the *Judicial Commissioner* considers that further evidence is necessary or further time is required to consider the evidence that has been presented, he/she shall adjourn the hearing for an appropriate period of time and make such directions as may be necessary.

5.1.12 Alternatively, at the end of a hearing:

5.2.12.1 brought under Article 4.5.2:

- (a) as soon as possible after the conclusion of the hearing (and, in any event, no later than forty-eight (48) hours thereafter), the *Judicial Commissioner* will confirm the *Participant's* admission that he/she had committed an offence under the *Anti-Discrimination Code* and announce his/her decision in writing, with reasons, setting out: (a) what sanctions, if any, are to be imposed; (b) the date that any period of suspension shall come into force and effect; and (c) any rights of appeal that may exist pursuant to Article 8.

5.2.12.2 brought under Article 4.5.3 (or where the *Participant* has failed to respond in a timely fashion to the *Notice of Charge*):

- (a) the *Judicial Commissioner* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than twenty-four (24) hours), following which he/she will reconvene the hearing and verbally announce his/her finding as to whether an offence under the *Anti-Discrimination Code* has been committed;
- (b) where the *Judicial Commissioner* determines that an offence under the *Anti-Discrimination Code* has been committed, the *Participant* may request a short adjournment (of no more than thirty (30) minutes) to prepare any submissions that he/she might wish to make in relation to the appropriate sanction that ought to be applied; and

- (c) as soon as possible after the conclusion of the hearing (and, in any event, no later than forty-eight (48) hours thereafter), the *Judicial Commissioner* will announce his/her decision in writing, with reasons, setting out: (a) the finding as to whether an offence under the *Anti-Discrimination Code* had been committed; (b) what sanctions, if any, are to be imposed; (c) the date that any period of suspension shall come into force and effect; and (d) any rights of appeal that may exist pursuant to Article 8.

5.1.13 The *Judicial Commissioner* shall have the discretion to announce the substance of his/her decision prior to the issue of the written reasoned decision referred to in Article 5.1.12.

5.1.14 A copy of the written reasoned decision will be provided to the *Participant*, the CEO of the *Player or Player Support Personnel's National Cricket Federation* (where applicable) and the *ICC's General Counsel* .

5.1.15 Subject only to the rights of appeal under Article 8, the *Judicial Commissioner's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

General Principles of Procedure

5.2 Where a *Report* is filed by more than one of the individuals described in Article 3.1 in relation to the same alleged offence under the *Anti-Discrimination Code*, then the *Participant* alleged to have committed the offence will only be served with one *Notice of Charge* in accordance with the procedures set out in Article 4. However, all persons who filed a *Report* (or, in the case of the *ICC's Chief Executive*, his/her representative/nominee) in relation to the alleged offence are required to attend the hearing before the *Judicial Commissioner* unless there is a compelling justification for his/her non-attendance, in which case they shall be given the opportunity to participate in the hearing by telephone or video conference (if available).

5.3 Where two or more *Participants* are alleged to have committed offences under the *Anti-Discrimination Code*, they may both be dealt with at the same hearing where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents.

5.4 Where a *Participant* is alleged to have committed more than one breach of the *Anti-Discrimination Code* during, or in relation to, the same *International Match*, then all of the alleged offences may be dealt with at the same hearing.

5.5 Any failure or refusal by any *Participant* to provide assistance to a *Judicial Commissioner* in connection with any charge made pursuant to this *Anti-Discrimination Code* may constitute a separate offence (depending upon the seriousness and context of such failure or refusal) under Articles 2.1.8, 2.2.11, 2.3.3 or 2.4.3 of the *Code of Conduct*.

5.6 Where a *Judicial Commissioner* is, or becomes unwilling or unable to hear a case (for example, where he/she finds him/herself in a position of conflict), then the *ICC's General Counsel* shall have the discretion to appoint another member of the *ICC's Code of Conduct Commission* as a replacement to the *Judicial Commissioner* and all of the remaining procedure will apply accordingly.

5.7 The *ICC* will issue a public announcement regarding any decision of the *Judicial Commissioner* made under the *Anti-Discrimination Code*, as soon as is reasonably practicable after the decision has been communicated to the parties. The public announcement of the decision may include details of the offences committed under the *Anti-Discrimination Code* and of the sanctions imposed, if any. Until such time as a public announcement is published, all parties and participants in the proceedings shall treat such proceedings as strictly confidential. For the avoidance of doubt,

nothing in this Article shall prevent any party (or any relevant *National Cricket Federation*) publicly confirming the date of the hearing, the offence that is alleged to have been committed and/or the name of the *Participant* charged.

ARTICLE 6 STANDARD OF PROOF AND EVIDENCE

- 6.1** Unless otherwise described herein, the standard of proof in all cases brought under the *Anti-Discrimination Code* shall be whether the *Judicial Commissioner* is comfortably satisfied, bearing in mind the seriousness of the allegation that is made, that the alleged offence has been committed. This standard of proof in all cases shall be determined on a sliding scale from, at a minimum, a mere balance of probability (for the least serious offences) up to proof beyond a reasonable doubt (for the most serious offences).
- 6.2** The *Judicial Commissioner* shall not be bound by judicial rules governing the admissibility of evidence. Instead, facts relating to any alleged offence under the *Anti-Discrimination Code* may be established by any reliable means, including admissions. However, all statements, submissions and/or evidence made, heard or disclosed during any part of any conciliation process pursuant to Article 4.3, shall be so made, heard or disclosed strictly (unless the relevant party agrees) on a 'without prejudice' basis and used for the purposes of the conciliation process only. Accordingly, no such statements, submissions and/or evidence shall be adduced, given or accepted during any disciplinary hearing before the *Judicial Commissioner* without the express consent of the relevant party.
- 6.3** The *Judicial Commissioner* may draw an inference adverse to the *Participant* who is asserted to have committed an offence under the *Anti-Discrimination Code* based on his/her refusal, without compelling justification, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the *Judicial Commissioner*) and/or to answer any relevant questions.

ARTICLE 7 SANCTIONS

- 7.1** Where a *Judicial Commissioner* determines that an offence under the *Anti-Discrimination Code* has been committed, he/she will be required to impose an appropriate sanction on the *Participant*.
- 7.2** In order to determine the appropriate sanction that is to be imposed in each case, the *Judicial Commissioner* must first consider whether the *Participant* has previously been found guilty of the same offence under the *Anti-Discrimination Code* or any predecessor regulations that may have applied (including the *Anti-Racism Code* and/or the *Code of Conduct*).
- 7.3** Once the *Judicial Commissioner* has established whether this is a repeat offence, then he/she shall go on to take into account any other factors that he/she deems relevant and appropriate to the mitigation or aggravation of the nature of the offence (including, without limitation, the nature and frequency of any previous offences under the *Anti-Discrimination Code* or any predecessor regulations) before determining, in accordance with the following table, what the appropriate sanction(s) should be:

RANGE OF PERMISSIBLE SANCTIONS (FIRST OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (SECOND OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (THIRD OFFENCE)
<p>In the case of a <i>Player</i> or <i>Player Support Personnel</i>, the imposition of between four (4) and eight (8) <i>Suspension Points</i>.</p> <p>In the case of an <i>Umpire</i>, <i>Match Referee</i> or <i>Umpire Support Personnel</i>, a suspension of between one (1) and three (3) months during which period such <i>Umpire</i>, <i>Match Referee</i> or <i>Umpire Support Personnel</i> shall not officiate or otherwise participate in any <i>Match</i>.</p>	<p>In the case of a <i>Player</i> or <i>Player Support Personnel</i>, the imposition of between eight (8) <i>Suspension Points</i> and a lifetime's suspension.</p> <p>In the case of an <i>Umpire</i>, <i>Match Referee</i> or <i>Umpire Support Personnel</i>, a suspension of between three (3) months and a lifetime during which period such <i>Umpire</i>, <i>Match Referee</i> or <i>Umpire Support Personnel</i> shall not officiate or otherwise participate in any <i>Match</i>.</p>	<p>In the case of a <i>Player</i> or <i>Player Support Personnel</i>, the imposition of a suspension of between one (1) year and a lifetime.</p> <p>In the case of an <i>Umpire</i>, <i>Match Referee</i> or <i>Umpire Support Personnel</i>, a suspension of between one (1) year and a lifetime during which period such <i>Umpire</i>, <i>Match Referee</i> or <i>Umpire Support Personnel</i> shall not officiate or otherwise participate in any <i>Match</i>.</p>
<p>AND (in all cases)</p> <p>The mandatory requirement to undergo a programme of education/counselling designed to promote the understanding and awareness of issues directly relevant to the offence that the <i>Participant</i> has been determined to have committed.</p>		

- 7.4** Where a *Judicial Commissioner* imposes a period of suspension on any *Player* or *Player Support Personnel*, then, unless such period is for a fixed period of time (for example, one year) then, any such period of suspension shall be referenced by *Suspension Points*, which shall carry the following weightings:
- 7.4.1** a *Test Match* or any other *International Match* of at least four days in duration is given a weighting of two (2) *Suspension Points*;
 - 7.4.2** a *One Day International Match* or *Twenty20 International Match* is given a weighting of one (1) *Suspension Point*; and
 - 7.4.3** all other *International Matches* are given a weighting of one (1) *Suspension Point*.
- 7.5** Where *Suspension Points* are imposed against a *Player* or *Player Support Personnel*, then such *Suspension Points* will be applied in accordance with the following principles:
- 7.5.1** the *Judicial Commissioner* shall have regard to the *Player's* or *Player Support Personnel's* participation in the various formats of *International Matches* over the previous two years in order to determine (to the best of his/her ability) which of the forthcoming *International Matches* the *Player* is most likely to participate in or the *Player Support Personnel* is most likely to assist the participation of a *Player* in;

- 7.5.2** where necessary, the *Judicial Commissioner* shall be entitled to consult with the *ICC* in order to make a determination as to which of the forthcoming *International Matches* the *Player* is most likely to participate in or the *Player Support Personnel* is most likely to assist the participation of a *Player* in;
- 7.5.3** in so far as is reasonably possible, the *Judicial Commissioner* shall apply the *Suspension Points* to the subsequent *International Matches* in which the *Player* is most likely to participate in or the *Player Support Personnel* is most likely to assist the participation of a *Player* in, on a chronological basis immediately following the announcement of the decision;
- 7.5.4** where a *Player* or *Player Support Personnel* has his/her *Suspension Points* applied to an *International Match* that is subsequently cancelled, postponed or otherwise abandoned prior to the actual day on which it is scheduled to take place, then such *Suspension Points* must be reallocated to the next subsequent *International Matches* in which the *Player* is most likely to participate in or the *Player Support Personnel* is most likely to assist the participation of a *Player* in. Where an *International Match* is cancelled, postponed or otherwise abandoned at any time on the actual day on which it is scheduled to take place, then the *Suspension Points* will remain allocated to that *International Match*, irrespective of such cancellation, postponement or abandonment.

EXAMPLES OF THE APPLICATION OF SUSPENSION POINTS:

1. Where a *Player's* playing history suggests that he/she is most likely to represent his *National Cricket Federation* in *Test Matches* only, then the *Suspension Points* shall be applied to his/her future participation in *Test Matches* only, so that six (6) *Suspension Points* would be applied to the three (3) *Test Matches* immediately following the announcement of the decision, notwithstanding that the *National Cricket Federation* might be participating in intervening *One Day International Matches* and/or *Twenty20 International Matches*.
2. Where a *Player's* playing history suggests that he/she is likely to be selected to represent his *National Cricket Federation* in all formats of *International Matches*, then the *Suspension Points* shall be applied to his/her future participation in all *International Matches* in the sequential order in which such *International Matches* take place immediately following the announcement of the decision. The examples set out below, would apply to the following chronological list of potential playing fixtures:
 - *Code of Conduct* decision
 - *One-Day International Match* - weighting 1 *Suspension Point* ("**Match A**")
 - *One-Day International Match* - weighting 1 *Suspension Point* ("**Match B**")
 - *Test Match* - weighting 2 *Suspension Point* ("**Match C**")
 - *Test Match* weighting 2 *Suspension Point* ("**Match D**")
 - *Twenty20 International Match* - weighting 1 *Suspension Point* ("**Match E**")
 - *Twenty20 International Match* - weighting 1 *Suspension Point* ("**Match F**")
 - (a) One (1) *Suspension Point* would be applied to *Match A*;
 - (b) Two (2) *Suspension Points* would be applied to *Matches A* and *B*;
 - (c) Three (3) *Suspension Points* would be applied to *Matches A, B* and *E*;
 - (d) Four (4) *Suspension Point* would be applied to *Match A, B* and *C*;
 - (e) Five (5) *Suspension Points* would be applied to *Matches A, B, C* and *E*;
 - (f) Six (6) *Suspension Points* would be applied to *Matches A, B, C* and *D*;
 - (g) Seven (7) *Suspension Points* would be applied to *Matches A, B, C, D* and *E*;
 - (h) Eight (8) *Suspension Points* would be applied to *Matches A, B, C, D, E* and *F*.

- 7.6** For the avoidance of any doubt:
- 7.6.1** the *Judicial Commissioner* will have no jurisdiction to adjust, reverse or amend the results of any *International Match*;
 - 7.6.2** where a *Participant* is found guilty of committing two separate *Anti-Discrimination Code* offences that do not relate to the same incident or set of circumstances arising during an *International Match* and sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);
 - 7.6.3** where a *Participant* is found guilty of committing two *Anti-Discrimination Code* offences in relation to the same incident or set of circumstances during an *International Match* and sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively); and
 - 7.6.4** nothing in this *Anti-Discrimination Code* shall permit plea bargaining in relation to any alleged offence committed under this *Anti-Discrimination Code*.
- 7.7** Where a *Participant* has had *Suspension Points* imposed against him/her or has been suspended for a fixed period of time, he/she may not play, coach, officiate, support an *Umpire* or *Match Referee* or otherwise participate or be involved in any capacity in the *International Match(es)* which: (a) are covered by the application of his/her *Suspension Points* as determined in accordance with Article 7.5; or (b) take place during the fixed period of his/her suspension.
- 7.8** Once any period of suspension has expired, the *Participant* will automatically become re-eligible to participate (in the case of a *Player*) or assist a *Player's* participation (in the case of a *Player Support Personnel*) or officiate (in the case of an *Umpire* or *Match Referee*) or be appointed to support an *Umpire* or *Match Referee* (in the case of an *Umpire Support Personnel*) in *International Matches* provided that he/she has first; (a) completed the official programme of education/counselling to the reasonable satisfaction of the relevant programme organiser or demonstrated that he/she continues to fully participate in such programme; and (b) satisfied, in full, any award of costs made against him/her by any *Appeal Panel* pursuant to Article 8.3.5.

ARTICLE 8 APPEALS

- 8.1** Decisions made under the *Anti-Discrimination Code* by a *Judicial Commissioner* may be challenged solely by appeal as set out in Article 8. Such decisions shall remain in effect while under appeal unless any *Appeal Panel* properly convened to hear the appeal orders otherwise.
- 8.2** The only parties who may appeal a decision made under the *Anti-Discrimination Code* shall be: (a) the *Participant* found guilty of the offence; and (b) the *ICC's Chief Executive Officer*.
- 8.3** Any notice to appeal under this Article must be lodged with the *ICC's General Counsel* within seven (7) days of receipt of the written decision of the *Judicial Commissioner*. In all cases, a copy of such notice will also be provided to the CEO of the *National Cricket Federation* to which the *Participant* is affiliated. Thereafter, the following will apply:
- 8.3.1** Within forty-eight (48) hours of receipt of a notice to appeal: (a) the *ICC's General Counsel* will appoint three members of the *ICC's Code of Conduct Commission* each of whom are (unless otherwise agreed between the parties) from a country other than those participating in the relevant *International Match* or the country of the *Umpire*, *Match Referee* or *Umpire Support Personnel* to sit as the *Appeal Panel* to hear the appeal; and (b) the *Judicial Commissioner* will provide a written statement to the *ICC's General Counsel* setting out any relevant facts (to be copied to the *Player* or *Player Support Personnel*).

- 8.3.2** The provisions of Articles 5.1.2 to 5.1.14, applicable to proceedings before the *Judicial Commissioner*, shall apply *mutatis mutandis* (ie with changes deemed to have been made as required to reflect the different context) to appeal hearings before the *Appeal Panel*.
- 8.3.3** The *Appeal Panel* shall hear and determine all issues arising from any matter which is appealed to it pursuant to this Article on a *de novo* basis, ie it shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. For the avoidance of doubt, the *Appeal Panel* shall have the power to increase or decrease, amend or otherwise substitute a new decision on the appropriateness (or otherwise) of the sanction imposed at first instance, provided that any new sanction must be within the permitted range of sanctions set out in the table in Article 7.3.
- 8.3.4** Appeal hearings pursuant to this Article 8 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than thirty (30) days after the appointment of the *Appeal Panel*.
- 8.3.5** The *Appeal Panel* shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, any interpretation costs, the legal and/or travel/accommodation costs of the *Appeal Panel* and/or any other relevant parties) to be paid by the appealing party if it considers that such party has acted, spuriously, frivolously or otherwise in bad faith.
- 8.3.6** Any decision made by the *Appeal Panel* under this Article 8, shall be the full, final and complete disposition of the matter and will be binding on all parties.

ARTICLE 9 RECOGNITION OF DECISIONS

- 9.1** Any hearing results or other final adjudications under the *Anti-Discrimination Code* shall be recognised and respected by the *ICC* and its *National Cricket Federations* automatically upon receipt of notice of the same, without the need for any further formality. Each of the *ICC* and its *National Cricket Federations* shall take all steps legally available to it to enforce and give effect to such decisions.
- 9.2** It shall be a condition of membership of the *ICC* that all *National Cricket Federations* shall comply with the *Anti-Discrimination Code*.

ARTICLE 10 AMENDMENT AND INTERPRETATION OF THE ANTI-DISCRIMINATION CODE

- 10.1** The *Anti-Discrimination Code* may be amended from time to time by the *ICC*, with such amendments coming into effect on the date specified by the *ICC*.
- 10.2** The *Anti-Discrimination Code* shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes of any *National Cricket Federation* or government.
- 10.3** The headings used for the various Articles of the *Anti-Discrimination Code* are for the purpose of guidance only and shall not be deemed to be part of the substance of the *Anti-Discrimination Code* or to inform or affect in any way the language of the provisions to which they refer.
- 10.4** The *Anti-Discrimination Code* shall come into full force and effect on 1 August 2019 (the “**Effective Date**”). It shall not apply retrospectively to matters pending before the *Effective Date*; provided, however, that any case pending prior to the *Effective Date*, or brought after the *Effective Date* but based on an offence that is alleged to have occurred before the *Effective Date*, shall be governed by the predecessor version of the *Anti-Discrimination Code* (or the *Anti-Racism Code* as applicable) in

force at the time of the alleged offence, subject to any application of the principle of *lex mitior* by the hearing panel determining the case.

- 10.5** If any Article or provision of this *Anti-Discrimination Code* is held invalid, unenforceable or illegal for any reason, the *Anti-Discrimination Code* shall remain otherwise in full force apart from such Article or provision which shall be deemed deleted insofar as it is invalid, unenforceable or illegal.
- 10.6** The *Anti-Discrimination Code* is governed by and shall be construed in accordance with English law. Strictly without prejudice to the arbitration provisions of Articles 5 and 8 of the *Anti-Discrimination Code*, disputes relating to the *Anti-Discrimination Code* shall be subject to the exclusive jurisdiction of the English courts.

APPENDIX 1 - DEFINITIONS

Appeal Panel. A panel of three persons appointed by the ICC from the members of the ICC Code of Conduct Commission, to perform the functions assigned to the Appeal Panel under the Anti-Discrimination Code. Each member of the Appeal Panel shall be independent of the ICC, which may provide reasonable compensation and reimbursement of expenses to such members.

Anti-Racism Code. The ICC's Anti-Racism Code for Participants, as it was in force from time to time, being the predecessor version of the Anti-Discrimination Code.

Code of Conduct. The ICC's Code of Conduct for Players and Player Support Personnel, as amended from time to time.

Conciliator. An independent expert, trained in mediation and, where possible, with specialist expertise in the area of race relations (or such other expertise as may be relevant to the nature of any alleged offence), who is appointed by the ICC to perform the functions assigned to the Conciliator under the Anti-Discrimination Code.

Effective Date. As defined in Article 10.4.

ICC. The International Cricket Council or its designee.

ICC's Anti-Discrimination Policy for International Cricket. The ICC's Anti-Discrimination Policy for International Cricket, as amended from time to time.

ICC's Chief Executive Officer. The person appointed by the ICC from time to time to act as its Chief Executive Officer (or his/her designee).

ICC's Classification of Official Cricket. The ICC's Official Classification of Official Cricket, as amended from time to time.

ICC Code of Conduct Commission. An official committee of the ICC established, amongst other things, to provide independent enquiries, investigations and rulings in relation to matters brought to its attention pursuant to the Code of Conduct and/or Anti-Discrimination Code. Each member of the ICC Code of Conduct Commission shall be independent of the ICC, which may provide reasonable compensation and reimbursement of expenses to such members.

ICC Events. Means each of the following, and each match played as part of the following (men's and women's, as applicable): (a) the ICC Cricket World Cup, together with any qualifying events thereto; (b) the ICC Twenty20 World Cup, together with any qualifying events thereto; (c) the ICC Men's World Test Championship Final, (d) the ICC Under 19 Cricket World Cup, together with any qualifying events thereto; (e) the ICC Intercontinental Cup; (f) any successor to or replacement for any of the foregoing events, as specified by the ICC and (g) any other match or event organised or sanctioned by the ICC from time to time to which the ICC deems it appropriate that the Anti-Discrimination Code should apply.

ICC's General Counsel. The person appointed by the ICC from time to time to act as the ICC's General Counsel (or his/her designee).

ICC's Senior Manager - Umpires and Referees. The person appointed by the ICC from time to time to act as the ICC's Senior Manager - Umpires and Referees (or his/her designee).

International Match. Each of the following (in men's and women's cricket): (a) any Test Match, One Day International Match or Twenty20 International Match; (b) any Match played as part of an ICC Event; (c) any International Tour Match; or (d) any other Match organised or sanctioned by the ICC from time to time to which the ICC deems it appropriate that the Anti-Discrimination Code should apply.

International Tour Match. Any cricket match of any format and duration in length played between a representative team of a *National Cricket Federation* and any domestic, guest or invitational team.

Judicial Commissioner. The independent person appointed by the *ICC* from the *ICC Code of Conduct Commission*, to perform the functions assigned to the *Judicial Commissioner* under the *Anti-Discrimination Code*.

Match. A cricket match of any format and duration in length played between representative teams (male or female) of two *National Cricket Federations* affiliated to the *ICC*.

Match Referee. The independent person appointed by the *ICC* (or any other relevant party) as the official match referee for a designated *International Match*, whether such *Match Referee* carries out his/her functions remotely or otherwise. Where a *Match Referee* is not physically present at a particular *Match*, he/she may be assisted in the administrative performance of his/her duties under this *Anti-Discrimination Code* by any official 'Match Manager' who may be appointed to officiate at such *International Match*.

National Cricket Federation. A national or regional entity which is a member of or is recognised by the *ICC* as the entity governing the sport of cricket in a country (or collective group of countries associated for cricket purposes).

Notice of Charge. As defined in Article 4.4.

One Day International Match. As defined by the *ICC Classification of Official Cricket*.

Participant. Any *Player*, *Player Support Personnel*, *Umpire*, *Match Referee* or *Umpire Support Personnel*.

Player. Any cricketer who is selected in any playing or touring team or squad that is chosen to represent a *National Cricket Federation* in any *International Match* or series of *International Matches*.

Player Support Personnel. Any coach, trainer, manager, selector, team official, doctor, physiotherapist or any other person employed by, representing or otherwise affiliated to a playing/ touring team or squad that is chosen to represent a *National Cricket Federation* in any *International Match* or series of *International Matches*.

Report. As defined in Article 3.1.

Suspension Points. The weighting points used to determine the period of suspension imposed against any *Player* or *Player Support Personnel* pursuant to Article 7 of the *Anti-Discrimination Code*.

Team Captain or Vice Captain. The official captain or vice-captain of any team participating in a *Match*.

Team Manager. The official manager of any team participating in a *Match*, or, where a team does not have an official manager, the person fulfilling the functions of the team manager.

Test Match. As defined by the *ICC Classification of Official Cricket*.

Twenty20 International Match. As defined by the *ICC Classification of Official Cricket*.

Umpire. Any umpire (including any on-field umpire, television umpire, third or fourth umpire) appointed to officiate in any *Match*.

Umpire Support Personnel. Any technical officials (for example, and without limitation, any official with responsibility for operating the communication equipment for *Umpires* and *Match Referees* during a *Match*) or umpire coaches appointed (by the *ICC* or any other relevant party) to support the *Umpires* and/or *Match*

Referees in their appointments to any *Match* or any other person appointed by the *ICC* to support *Umpires* and *Match Referees*.

APPENDIX 2 – EXPEDITED PROCEDURE FOR OFFENCES UNDER THE *ANTI-DISCRIMINATION CODE* OCCURING DURING AN *ICC EVENT*

Where an offence under the *Anti-Discrimination Code* is alleged to have occurred during, or in relation to, an *International Match* that is played as part of an *ICC Event* (except the ICC Intercontinental Cup or the ICC World Cricket League Championship in which no expedited procedure is to be applied), the provisions of the *Anti-Discrimination Code* shall apply in full save for the amendments described in this Appendix 2, which are deemed to be made in order to ensure that any matters arising can be dealt with expediently:

ARTICLE 3 REPORTING AN ALLEGED OFFENCE UNDER THE *ANTI-DISCRIMINATION CODE*

- Article 3.2 - “seven (7) days” is replaced with “thirty-six (36) hours”.

...

ARTICLE 4 NOTIFICATION PROCEDURE

- Article 4.1 - “five (5) business days” is replaced with “forty-eight (48) hours”.

...

ARTICLE 5 THE DISCIPLINARY PROCEDURE

- Article 5.1 is replaced in its entirety with the following:

5.1 Disciplinary Procedure during an *ICC Event*

Where a matter proceeds to a hearing under Article 4.5.2 or 4.5.3, then the case shall be referred to a *Judicial Commissioner* for adjudication in accordance with the following procedure:

- 5.1.1** As soon as reasonably possible, the ICC shall appoint one member from the *ICC’s Code of Conduct Commission* to sit as the *Judicial Commissioner* to hear the case sitting alone. The appointed member shall be independent of the parties, have had no prior involvement with the case and shall not, unless otherwise agreed between the parties, be from a country participating in the *International Match* during, or in relation to which, the alleged offence was committed.
- 5.1.2** Subject to the discretion of the *Judicial Commissioner* to order otherwise for good cause shown by the *Participant*, the hearing will take place at the time specified in the *Notice of Charge* (which should, in the absence of exceptional circumstances, be no more than forty-eight (48) hours after receipt by the *Participant* of the *Notice of Charge*) and in the country in which the alleged offence was committed. For the avoidance of doubt, nothing in this Article 5.1.2 prevents a hearing from being convened at a time during which the *International Match* during which the alleged offence took place, remains in progress.
- 5.1.3** The procedure followed at the hearing shall be at the discretion of the *Judicial Commissioner*, provided that the hearing is conducted in a manner which offers the *Participant* with a fair and reasonable opportunity to present evidence (including the right to call and to question witnesses by telephone or video-conference where necessary), address the *Judicial Commissioner* and present his/her case. For the avoidance of any doubt, in accordance with Article 6.2, unless the relevant party agrees otherwise, no evidence shall be adduced, given or accepted during any hearing before the *Judicial*

Commissioner in relation to anything that may have been said or disclosed during any part of any 'without prejudice' conciliation process carried out pursuant to Article 4.3.

- 5.1.4** The hearing before the *Judicial Commissioner* shall be in English, and certified English translations shall be submitted of any non-English documents put before the *Judicial Commissioner*. The cost of the translation shall be borne by the party offering the document(s). If required by the *Judicial Commissioner* (at his/her discretion), the *ICC* shall make arrangements to have the hearing recorded or transcribed. If requested by the *Participant*, the *ICC* shall also arrange for an interpreter to attend the hearing. Such costs of transcription and interpretation shall be paid by the *ICC*.
- 5.1.5** Where video evidence of the alleged offence is available at the hearing before the *Judicial Commissioner*, then it may be relied upon by any party, provided that all other parties shall have the right to make such representations in relation to it that they may see fit.
- 5.1.6** Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Judicial Commissioner*: (a) the *Participant* who has been charged with the alleged offence; (b) the person who lodged the *Report* (or, in the case of the *ICC's Chief Executive Officer*, his/her representative/nominee); and (c) a representative of the *ICC's* Legal Department. Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Judicial Commissioner* by telephone or video conference (if available). Without prejudice to the *Participant's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.1.7, where the *Participant* charged is a *Player* or *Player Support Personnel*, one of the *Captain*, *Vice-Captain* or *Team Manager* of the team that the *Player* or *Player Support Personnel* represents may also attend a hearing before the *Judicial Commissioner* to provide additional support and assistance to the *Player* or *Player Support Personnel*.
- 5.1.7** Each of the individuals described in Article 5.1.6(a) and (b) shall have the right (at his/her or its own expense) to be represented at the hearing before the *Judicial Commissioner* by such representative (including legal counsel) of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* or *Match Referee* that officiated in the *International Match* in question or the *ICC's Chief Executive Officer*, then such person shall be entitled to be represented prior to, and during, the hearing (if he/she considers necessary) by a representative of the *ICC's* Legal Department.
- 5.1.8** The non-attendance of the *Participant* or his/her representative at the hearing, after proper notice of the hearing has been provided, shall not prevent the *Judicial Commissioner* from proceeding with the hearing in his/her absence, whether or not any written submissions are made on his/her behalf.
- 5.1.9** At the end of a hearing, where the *Judicial Commissioner* considers that further evidence is necessary or further time is required to consider the evidence that has been presented, he/she shall adjourn the hearing for an appropriate period of time and make such directions as may be necessary.
- 5.1.10** Alternatively, at the end of a hearing:
- 5.1.10.1** brought under Article 4.5.2:
- (a) as soon as possible after the conclusion of the hearing (and, in any event, no later than twenty-four (24) hours thereafter), the *Judicial Commissioner* will confirm the *Participant's* admission that he/she had committed an

offence under the *Anti-Discrimination Code* and announce his/her decision in writing, with reasons, setting out: (a) what sanctions, if any, are to be imposed; (b) the date that any period of suspension shall come into force and effect; and (c) any rights of appeal that may exist pursuant to Article 8.

5.1.10.2 brought under Article 4.5.3 (or where the *Participant* has failed to respond in a timely fashion to the *Notice of Charge*):

- (a) the *Judicial Commissioner* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than two (2) hours), following which he/she will reconvene the hearing and verbally announce his/her finding as to whether an offence under the *Anti-Discrimination Code* has been committed;
- (b) where the *Judicial Commissioner* determines that an offence under the *Anti-Discrimination Code* has been committed, the *Participant* may request a short adjournment (of no more than thirty (30) minutes) to prepare any submissions that he/she might wish to make in relation to the appropriate sanction that ought to be applied; and
- (c) as soon as possible after the conclusion of the hearing (and, in any event, no later than twenty-four (24) hours thereafter), the *Judicial Commissioner* will announce his/her decision in writing, with reasons, setting out: (a) the finding as to whether an offence under the *Anti-Discrimination Code* had been committed; (b) what sanctions, if any, are to be imposed; (c) the date that any period of suspension shall come into force and effect; and (d) any rights of appeal that may exist pursuant to Article 8.

5.1.11 The *Judicial Commissioner* shall have the discretion to announce the substance of his/her decision prior to the issue of the written reasoned decision referred to in Article 5.1.10.

5.1.14 A copy of the written reasoned decision will be provided to the *Participant*, where applicable, the CEO of the *Player or Player Support Personnel's National Cricket Federation* and the *ICC's General Counsel* .

5.1.15 Subject only to the rights of appeal under Article 8, the *Judicial Commissioner's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

...

ARTICLE 8 APPEALS

- Article 8.3 "seven (7) days" is replaced with "forty-eight (48) hours".
- Article 8.3.1 "forty-eight (48) hours" is replaced with "twenty-four (24) hours".
- Article 8.3.4 "thirty (30) days" is replaced with "seventy-two (72) hours".