



ICC Anti-Discrimination Policy for International Cricket Implementation Guidelines for Members

In June 2012 the ICC Board unanimously approved the incorporation of an ICC Anti-Racism Policy for International Cricket (subsequently revised and renamed the Anti-Discrimination Policy for International Cricket in July 2019) as part of its continuing efforts to maintain the public image, popularity and integrity of cricket. This Policy allows Members to exercise more flexibility and discretion in determining what is appropriate within their own jurisdictions to achieve to a consistently high standard the desired aims of the Policy. The revised Policy comes into force on 1 August 2019.

In this respect, the following table outlines the requirements upon each Member in respect of international cricket matches played within its jurisdiction. Included are **suggested actions** that a Member may wish to adopt to ensure the effective implementation of the Anti-Discrimination Policy. Each Member is encouraged to develop a system that suits its own particular national requirements.

It is recommended that in addition to developing an overall approach for encouraging diversity in cricket, each Member also develops two specific plans. The first being a **plan for dealing with incidents of inappropriate conduct on match days** and the second a **plan or process for dealing with complaints of inappropriate conduct received outside of an official match**. (Complaints may be received, for example, at warm-up matches, in person immediately after a match or in writing some time after a match is completed.)

The ICC will continue to assume primary responsibility for compliance with the Policy in relation to all ICC Events and will directly address all alleged breaches by players and officials of the ICC's Anti-Discrimination Code for Participants in the manner described therein.

Should you wish to discuss any aspect of the Policy and its implementation or seek assistance from the ICC in developing an action plan to meet the relevant requirements, please contact the ICC Legal Department:

Tel (switchboard): +971 4 382 8800

Email: contactlegal@icc-cricket.com

The provisions of the ICC Anti-Discrimination Policy for International Cricket can be broken down into 12 key requirements as follows:

Requirements of Policy	Suggested Actions for Members
<p>1. No <i>Inappropriate Conduct</i> to be tolerated, whether at International Matches played within its jurisdiction or at any other times.</p>	<ul style="list-style-type: none"> • Develop an Anti-Discrimination Policy, protocol, mission statement or similar so that such lack of tolerance is made clear to all employees, officials, commercial partners and other participants and stakeholders. • Develop process for ensuring that all employees, commercial partners and other participants and stakeholders have read and understood the Anti-Discrimination Policy.
<p>2. Liaise with relevant Member(s) in advance of relevant International Matches.</p>	<ul style="list-style-type: none"> • Advise other relevant ICC Member(s) of steps you propose to take to comply with this Anti-Discrimination Policy. • Share with other relevant ICC Member(s) information about any specific examples of <i>Inappropriate Conduct</i> of particular concern.
<p>3. All spectators are to be made aware of the ‘<i>Policy Statement on Inappropriate Conduct</i>’ (as set out in paragraph 9 of the Policy) prior to and/or during each International Match played within its jurisdiction. This statement should be displayed as follows:</p> <ul style="list-style-type: none"> • In full within any terms and conditions applicable to venue admission tickets. • In full in a prominent position in any match programme that is published for the match. 	<ul style="list-style-type: none"> • Check with local law enforcement to ensure policy statement is appropriately suited to your country. • Amend the terms and conditions applicable to admission tickets to include the policy statement and any appropriate local messaging. • Include the policy statement and any appropriate local messaging in each match programme. • Engage with Supporter Groups where they exist. • Monitor venue compliance.

<p>4. The policy statement should also be displayed in full on appropriate advertising space and/or posters at every entrance to stadia, and at prominent places in the stadia which are clearly visible to spectators.</p>	<ul style="list-style-type: none"> • Develop appropriate messaging best suited to your country. • Develop posters and promotional material to be distributed and displayed at all venues. • Identify the most appropriate places to display signage and posters. • Ensure posters, signs etc are distributed to all venues hosting matches and that they are placed around the stadia prior to the gates opening each day. • Monitor venue compliance.
<p>5. The policy statement should also be displayed in full repeatedly upon electronic scoreboards and/or television screens and regularly communicated in an audible manner to spectators by way of public address announcements. Where these facilities are not available proportionate alternative measures should be implemented.</p>	<ul style="list-style-type: none"> • Develop appropriate messages to be displayed on venue scoreboards and/or television screens. • Consider using players to make promotional clips to play on screens. • Ensure scoreboard operators are briefed and are given copies of the statements and clips at each venue. • Ensure that the ground announcer has been briefed and has a copy of the developed statements. • Advise venues how often these should be played, when to play them etc. • Monitor venue compliance.
<p>6. Public address announcements at the first indication of racist chanting, abuse and/or offensive behaviour, condemning such actions and warning that immediate action will be taken against offenders.</p>	<ul style="list-style-type: none"> • Develop a statement to be announced over the Public Address System at the first indication of any trouble. • Ensure Ground Announcers are familiar with the statement and that they understand the process for activating this announcement.

<p>7. Implement the following measures against offenders as envisaged in the Anti-Discrimination Policy:</p> <ul style="list-style-type: none"> • Removal of any banners or signs which would constitute <i>Inappropriate Conduct</i> from spectators on their arrival at the ground. • Ejection from the ground. • Identification by way of photographing and/or capturing by video camera of the images of such persons. • Liaising with the local police in order to assist in the prosecution of the offenders for the relevant criminal offence in the host country for such racist conduct. • Banning them for an appropriate period of time from entering venues within the Member's jurisdiction. 	<ul style="list-style-type: none"> • Ensure that venue staff located at the entrances to the venue conduct a reasonable search of spectators upon their arrival to check for any potential banners or signs or other material which may constitute <i>Inappropriate Conduct</i>. • Ensure that there are a sufficient number of suitably trained stewards who will visibly monitor spectators during the match to identify any actual or potential <i>Inappropriate Conduct</i>. • Establish step by step guide/system to be implemented at each venue from the time a complaint is made through to the activation of ground announcements and the offender being ejected from the ground. • Ensure all relevant staff and officials are briefed and understand the systems. • Understand your legal system, laws as they apply to matters of <i>Inappropriate Conduct</i> at sporting events. • Liaise with local police prior to, during and after the match, including reporting any incidences of <i>Inappropriate Conduct</i> to them.
<p>8. Ground officials and stewards at all international match ground venues are to be trained to take action against racist chanting and abuse.</p>	<p>All ground officials and stewards should receive appropriate levels of training and education in the following:</p> <ul style="list-style-type: none"> • The procedure for dealing with a complaint. • Encouraged to be pro-active and on the look out for potential problems. • Briefing of what they can and can not comment on when a complaint is made and how to deal with the media. • Behaving in an appropriate manner embracing diversity.
<p>9. Match ground venues to take reasonable measures to ensure that there is no sale or distribution of racist literature and/or any other racist material in or around the ground on match days, including racist graffiti.</p>	<ul style="list-style-type: none"> • Nominate and train ground officials to monitor and enforce.
<p>10. Develop and implement a system to deal with complaints made exclusively by members of the public to the host venue or home board. The home board is responsible for investigating and addressing these complaints.</p>	<ul style="list-style-type: none"> • Develop a system for investigating and addressing complaints about spectator behaviour. • Develop a match day plan for handling complaints related to Discrimination and racist behaviour. • Train and educate appropriate staff in both of these systems.
<p>11. Nominate a Staff Member to lead anti-discrimination policy</p>	<ul style="list-style-type: none"> • Nominate staff member as Anti-Discrimination Administrator

implementation and compliance (i.e. the Anti-Discrimination Administrator)	and forward their contact details to the ICC.
12. Anti-Discrimination Administrator to report to the ICC's Anti-Discrimination Administrator on any incidences of <i>Inappropriate Conduct</i> occurring.	<ul style="list-style-type: none"> • Anti-Discrimination Administrator to complete Appendix A to the Anti-Discrimination Policy notifying details of any incidences of <i>Inappropriate Conduct</i> following an International Matches. • Appendix A form to be sent to the ICC's Anti-Discrimination Administrator within 2 weeks of the end of each International Match played within your jurisdiction. • <u>NOTE: the requirement to notify only exists where there has been any incidence(s) of <i>Inappropriate Conduct</i>. Members are not under an obligation notify after an International Match in which no incidences have occurred.</u> • In addition, Anti-Discrimination Administrator to keep the ICC's Anti-Discrimination Administrator up to date with any serious incidences of <i>Inappropriate Conduct</i> as they occur, develop and are dealt with.