



**AUSTRALIAN CRICKET'S**

# LOOKING AFTER OUR KIDS **CODE** **OF BEHAVIOUR**

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**" TO PROVIDE A SAFE, FAIR AND INCLUSIVE ENVIRONMENT FOR EVERYONE INVOLVED IN AUSTRALIAN CRICKET"**

## **1. PURPOSE**



## 1. PURPOSE

Australian Cricket, comprising Cricket Australia and each of the State and Territory Cricket Associations, seeks to provide a safe, fair and inclusive environment for everyone involved in Australian Cricket and those participating in programs and services delivered by Australian Cricket and Affiliated Associations, Clubs and Indoor Centres.

This includes providing everyone involved in Australian Cricket and in our sport, including Children and Young People, with a positive and enriching sporting environment that promotes their participation and development in the sport.

Part of this commitment to Children and Young People in our sport means that we are inclusive of those from a range of different backgrounds. This includes but is not limited to:

- Aboriginal and Torres Strait Islander Children and Young People;
- Children and Young People with a disability;
- LGBTIQ+ Children and Young People; and
- Children and Young People from culturally and linguistically diverse backgrounds.

Australian Cricket's Looking After Our Kids Code of Behaviour aims to identify and prevent behaviour that may be harmful to Children and Young People in our sport.

Australian Cricket considers a failure to observe this Code of Behaviour as Prohibited Conduct and will take appropriate disciplinary action in accordance with Australian Cricket's Policy for Safeguarding Children and

Young People, Article 3.1, Prohibited Conduct – Relevant Persons. In addition to any internal disciplinary proceedings, all matters that involve or may involve a breach of the law that are referred to Australian Cricket will be reported to the police and any other Government Agency. There may be exceptional situations where this Code of Behaviour does not apply, for example:

- a) in an emergency situation where prior authorisation is not possible and where the action is protective of a Child/Young Person;
- b) when a Relevant Person/Person in a Position of Authority is also an Approved Person (meaning a family member such as mother, father, sister, brother, grandparent, aunt, uncle or cousin, a guardian, carer, or a person who has been approved by the parent/carer and has an established relationship with the Child or Young Person and/or their family) in respect to that Child/Young Person.

It is crucial that, where possible, you seek authorisation from the Nominated Supervisor or Person in a Position of Authority, prior to taking action that contravenes this Code of Behaviour or that you advise the Nominated Supervisor or Person in a Position of Authority as soon possible after any incident in which this Code of Behaviour is breached.

Capitalised words within this document have the meaning as set out in Australian Cricket's Policy for Safeguarding Children and Young People.

## 2. CORE VALUES

**Australian Cricket requires certain standards of behaviour of all persons involved in our sport.**

Australian Cricket's Looking After our Kids Code of Behaviour is underpinned by the following core values:

- to act within the rules and the Spirit of Cricket;
- to display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- to prioritise the safety and well-being of Children and Young People involved in our sport;
- to report any behaviour which is in breach of this Code of Behaviour to help prevent the abuse of Children and Young People in our sport; and
- to encourage and support opportunities for participation in all aspects of our sport.

## 3. SUMMARY OF REQUIREMENTS: LOOKING AFTER OUR KIDS CODE OF BEHAVIOUR

Australian Cricket's Looking After Our Kids Code of Behaviour details the expectations of acceptable behaviour of all persons who are responsible for the care and wellbeing of Children and Young People in our sport.

All persons must:

- a) ensure all Children and Young People participating in cricket feel safe, included, encouraged and supported.
- b) use positive guidance strategies to ensure that Children and Young People are respected and treated fairly, giving positive and constructive feedback rather than negative criticism. If an individual is required to discipline a Child or Young Person, they must ensure that appropriate techniques are used with the safety and wellbeing of the Child or Young Person being considered.
- c) put the welfare of Children and Young People first by encouraging a constructive environment where healthy competition, skill development, fun and achievement are promoted.
- d) promote good sportsmanship by encouraging Children and Young People to be considerate of players, officials and volunteers.
- e) ensure that physical contact with a Child or Young Person is appropriate for delivery of the program or services such as skill development or correction, fitting equipment or to provide comfort or support.
- f) use appropriate language and communication techniques when dealing with Children and Young People, providing clear direction, guidance and avoiding language that is:
  - i. discriminatory, racist, sexist, homophobic, biphobic or transphobic;
  - ii. derogatory, belittling, negative, sexual, profane or offensive; or
  - iii. intended to threaten or be harmful to the Child or Young Person.
- g) avoid one-on-one unsupervised contact with Children and Young People at all times.
- h) ensure change room and accommodation arrangements are appropriately considered to allow for suitable supervision while recognising the privacy of Children and Young People.
- i) not take photos, videos or other recordings (including livestreaming) of Children and Young People without the prior consent of their parent or carer. Any photos, videos or other recordings must be in connection with the Child or Young Person's participation in our sport.
- j) not seek to or contact Children or Young People outside contact that is required as part of the scope of the individual's role in our sport.
- k) not engage in inappropriate conversations in the presence of Children and Young People, including communication on social media, email or mobile phone.
- l) not supply alcohol or drugs to Children or Young People or be under the influence of alcohol or drugs when in the presence of Children and Young People.

## 4. ACTING APPROPRIATELY TO YOUR ROLE

All persons involved in our sport must act within the scope of their duties (as determined by their role within their Affiliated Association, Club or Indoor Centre) when involved in cricket.

Without express authorisation from a Nominated Supervisor or Person in a Position of Authority, all persons must not:

- a) provide unauthorised transportation to a Child or Young Person (see Transporting Children for further information);
- b) engage in activities with Children or Young People who are participants and members of our sport outside cricket programs and services;
- c) engage in open discussions of a mature, adult or inappropriate nature in the presence of Children or Young People;
- d) provide any form of support to a Child or Young Person or their family, unrelated to their role or our sport (for example, financial assistance, babysitting, providing accommodation), unless there is an existing social, personal or family relationship where providing such support would be appropriate in the circumstances;
- e) not seek contact with Children or Young People (or former participants) outside our sport, including through online and social media;
- f) take or store photos or footage of Children or Young People except in accordance with this Code of Behaviour;

- g) exhibit any type of favouritism towards a Child or Young Person;
- h) give gift/presents to Children or Young People other than the provision of official awards or with the consent of the Child or Young Person's parent or carer;
- i) not involve themselves in a Child or Young Person's private matters, including family matters, unless the Child or Young Person is at risk of harm; or
- j) not, where there is no existing social, personal or family relationship prior to engaging in services in our sport, accept an invitation to attend any private social function at the request of a Child or Young Person who has participated, or is participating, in our sport – or at the request of their family.

Any person that becomes aware of a situation in which a Child or Young Person requires assistance that is beyond the confines of that person's role, or beyond the sporting environment, should undertake any or all of the following at the earliest opportunity:

- refer the matter to an appropriate support agency;
- refer the Child or Young Person to an appropriate support agency;
- contact the Child or Young Person's parent or carer; and/or
- seek advice from the Nominated Supervisor or Person in a Position of Authority or State or Territory Association.



## 5. USE OF LANGUAGE AND TONE OF VOICE

Language and tone of voice used in the presence of Children and Young People should:

- a) provide clear direction, boost their confidence, encourage or affirm them;
- b) not be harmful to Children or Young People – in this respect, all persons should avoid language that is:
  - i. discriminatory, racist, sexist, homophobic, biphobic or transphobic;
  - ii. derogatory, belittling or negative, for example, by calling a child a 'loser' or telling them they are 'too fat';
  - iii. intended to threaten or frighten; or
  - iv. profane or sexual.

## 6. POSITIVE GUIDANCE AND DISCIPLINE

Australian Cricket strives to ensure that Children and Young People participating in our sport are aware of the acceptable limits of their behaviour so that we can provide a positive experience for all participants.

However, Australian Cricket acknowledges that there are times when an individual may be required to use appropriate techniques and behaviour management strategies to ensure:

- an effective and positive environment; and
- the safety and/or wellbeing of Children, Young People or personnel participating in our sport.

All persons involved in our sport must use strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved. All Children and Young People need to be provided with clear directions and given an opportunity to redirect their misbehaviour in a positive manner.

Under no circumstances are persons involved in our sport to take disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening, humiliating or discriminatory.



## 7. SUPERVISION

Children and Young People participating in Australian Cricket or Affiliated Association, Club or Indoor Centre programs and services must always be supervised. Supervision must be constant, active, and diligent and requires supervisors to always be in a position to observe each Child or Young Person, respond to individual needs, and immediately intervene if necessary.

All persons are responsible for supervising the Children and Young People engaged in cricket to ensure those participants:

- a) engage positively with cricket;
- b) behave appropriately toward one another; and
- c) are in a safe environment and are protected from external threats.

All persons must avoid one-on-one unsupervised contact with Children and Young People at all times, subject to exceptional circumstances.

Incidents of one-to-one unsupervised contact should be immediately reported to a Nominated Supervisor or Person in a Position of Authority within 24 hours of the incident occurring.

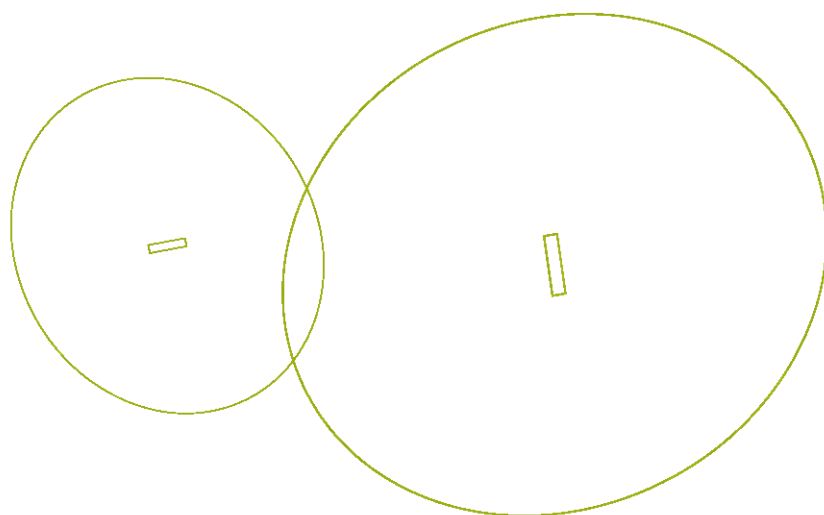
## 8. USE OF ELECTRONIC OR ONLINE COMMUNICATIONS

A Person in a Position of Authority unless they are also an Approved Person (in respect to the relevant Child or Young Person), medical practitioner or health professional, must not communicate directly (one to one) with a Child or Young Person either electronically or online (including phone calls) without the inclusion of a representative from an Australian Cricket organisation, or relevant Affiliated Club, Association or Indoor Centre, and/or the Child or Young Person's parent or carer.

Communication by medical practitioners and health professionals must only relate to appropriate and required medical care in this context.

Communication must:

- a) be restricted to issues directly associated with delivering our sport, such as advising that a scheduled event is cancelled;
- b) convey messages in a polite, and friendly manner. In particular;
  - i. not include anything that may be perceived as being sexual in nature;
  - ii. not be used to promote unauthorised 'social' activity or to arrange unauthorised contact;
  - iii. not include a request for a Child or Young Person to keep a communication a secret from their parents; and
  - iv. not include a request to 'add as a friend', 'follow' or communicate with Children or Young People using Facebook, Instagram, X, Twitch, Snapchat, TikTok (or other social networking sites), internet chat rooms or similar forums, game sites or other instant messaging platforms.



## 9. PHOTOGRAPHS AND FOOTAGE OF CHILDREN AND YOUNG PEOPLE

Subject to the Australian Cricket Ticket and Entry Conditions or engagement of Children and Young People by Australian Cricket for the promotion of Australian Cricket Programs and Services governed by a separate agreement with a Child or Young Person (and their parent or carer), under this Code of Behaviour:

- a) Children and Young People are to be photographed or filmed while involved in our sport only if:
  - i. the Child or Young Person's parent or carer has provided prior written approval for the photographs to be taken or the footage to be captured/streamed – this consent can be obtained by digital or hard copy consent form (you can use the Australian Cricket's Looking After Our Kids Image Consent and Release Form or Australian Cricket's Looking After Our Kids Action Plan Livestreaming Consent and Release Form for livestreaming, as a template) or by electronic message such as email or SMS.
  - ii. the context is directly related to participation in our sport;
  - iii. the child is appropriately dressed and posed; and
  - iv. the image/footage is taken in the presence of other colleagues or personnel.
- b) Images/footage should not be distributed (including as an attachment to an email) to anyone outside the Affiliated Association, Club or Indoor Centre other than the child photographed/filmed or their parent, without knowledge and approval of the Nominated Supervisor or Person in a Position of Authority;
- c) Images (digital or hard copy) and footage are to be stored in a manner that prevents unauthorised access by others and will be destroyed or deleted when they are no longer required; and
- d) Images/footage are not to be exhibited/streamed on websites or in publications (annual report) without the parent or carer's knowledge and approval (by obtaining written consent (this can be through an online, written or digital image consent form), or such images/footage must be presented in a manner that de-identifies the Child or Young Person.

Relevant Organisations should note that publishing images of Children and Young People who are involved in court proceedings may result in criminal charges.

## 10. LIVESTREAMING MATCHES INVOLVING CHILDREN AND YOUNG PEOPLE

Clubs and Affiliated Associations should not livestream cricket matches involving Children or Young People unless they have implemented the necessary minimum child safeguarding precautions set out below

### a) Consent

1. Prior to livestreaming any match/matches, Clubs and Affiliated Associations should obtain informed and written consent from the parent or carer of any Child or Young Person involved in the match/matches. This consent can be obtained using a digital or hard copy consent form (you can use the Australian Cricket's Looking After Our Kids Action Plan Livestreaming Consent and Release Form as a template) or by electronic message such as SMS or email. This consent form, email or SMS should clearly inform the Child or Young Person's parent or carer of the details of the livestream including:
  - i. details of the match or matches that the Affiliated Association or Club intends to livestream;
  - ii. where and how the match/matches will be livestreamed (for example, via Facebook Live, Youtube or other platform);
  - iii. who will have access to the livestream;
  - iv. whether the recorded footage may be used for any other purposes (for example, for promotional, commercial or educational reasons or for disciplinary reasons should the footage show a breach of competition rules);
  - v. state that parents or carers can withdraw this consent at any time and provide details as to how they can do this; and
  - vi. any other relevant details with respect to the livestream.
2. If a Club or Affiliated Association is intending to livestream a match/matches, they should contact the Nominated Supervisor or Person in a Position of Authority for each participating team in advance of the match/matches and

obtain written confirmation that consent has been obtained with respect to all Children and Young People who may participate in the match/matches. This confirmation must be recorded by the Club or Affiliated Association that intends to livestream the match or matches.

3. Matches should not be livestreamed unless informed written consent has been obtained from the parent or carer of every Child or Young Person involved in the match/matches (from both teams).
4. Affiliated Clubs, Associations and Indoor Centres should provide parents and carers with the right to withdraw their consent at any time.

**b) Manage complaints**

1. Affiliated Clubs, Associations and Indoor Centres must implement a process for reporting and managing complaints regarding livestreaming and inform members and participants of this process.

**c) Make sure content can be removed**

1. Affiliated Clubs, Associations and Indoor Centres must check the functionality of the relevant livestreaming platform and ensure that they can remove any content stored or posted online in the case that a report is made about the footage.

**d) Working with Children Checks**

1. Affiliated Clubs, Associations and Indoor Centres must require that videographers or video editors involved in livestreaming hold working with children checks. Clubs and Affiliated Associations must ensure that videographers or video editors involved in livestreaming have agreed in writing that they will only use the footage for purposes that have been agreed by the Club or Affiliated Association.

**Affiliated Clubs, Associations and Indoor Centres must check the functionality of the relevant livestreaming platform and ensure that they can remove any content stored or posted online in the case that a report is made about the footage.**

- a) avoid identifying the Child or Young Person by name alongside an identifiable image/footage of their face, for example:
  - i. if your livestream displays the scorecard or score and includes the name of the participating Child or Young Person, consider positioning the camera far enough away so that the Child or Young Person's face is not clearly visible;
- b) do not display photographs of the child alongside their name on the livestream;
- c) consider displaying the Child or Young Person's last surname or initials only and not their full name
- d) limit access to the livestream to relevant people only by using private links or password protection.
- e) limit the ability of viewers to download and/or copy the content from the platform.





## 11. PHYSICAL CONTACT WITH CHILDREN AND YOUNG PEOPLE

Any physical contact with Children and Young People must be appropriate to the delivery of our sport such as assisting with bowling, batting or fielding techniques, when fitting cricket equipment and based on the needs of the Child or Young Person (such as to deliver first aid, or assist or comfort a distressed Child or Young Person) rather than on the needs of our personnel.

Australian Cricket Players, Cricket Participants, and Australian Cricket Support Personnel must not have contact with Children or Young People participating in cricket programs and services that:

- a) involves touching of genitals, buttocks, or the breast area other than as part of delivering necessary medical or allied health services to those specific areas of the body;
- b) would appear to a reasonable observer to have a sexual connotation;
- c) is intended to cause pain or distress to the Child or Young Person (e.g., corporal punishment);
- d) is overly physical (e.g. tickling or other roughhousing);
- e) is unnecessary (e.g., assisting with toileting when a Child or Young Person does not require assistance); or

- f) is initiated against the wishes of the Child or Young Person, except if such contact may be necessary to prevent injury to the Child or Young Person or to others, in which case:
  - i. physical restraint must be a last resort;
  - ii. the level of force used must be appropriate to the specific circumstances, and aimed solely at restraining the Child or Young Person to prevent harm to themselves or others; and
  - iii. the incident must be reported to management as soon as possible.

Australian Cricket Players, Cricket Participants, and Australian Cricket Support Personnel must report to a Nominated Supervisor or Person in a Position of Authority any physical contact initiated by a Child or Young Person that is sexualised and/or inappropriate, for example, acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of the Child or Young Person and any other participants.

## 12. OVERNIGHT STAYS AND SLEEPING ARRANGEMENTS

Overnight stays are to occur only with the prior written approval of the Nominated Supervisor or Person in a Position of Authority and the prior written consent of the parent or carer of the Children or Young People involved (consent can be obtained by online, digital or hard copy form or by electronic messaging such as email or SMS).

Tours and overnight stays are only supported by Australian Cricket when they are arranged by a State and Territory Association or Cricket Australia.

Australian Cricket does not support any tours or overnight stays conducted by Affiliated Associations, Clubs and Indoor Centres unless such support for a tour or overnight stay has been explicitly 'declared' by the relevant State and Territory Association.

Practices and behaviour by all persons during an overnight stay must be consistent with the practices and behaviour expected during delivery of our sport at other times.

Standards of conduct that must be observed by all persons involved during an overnight stay include:

- a) ensuring that there is a record of attending personnel and a designated tour manager;
- b) providing Children and Young People with privacy when bathing and dressing;
- c) observing appropriate dress standards when Children and Young People are present – such as no exposure to adult nudity;
- d) not allowing Children and Young People to be exposed to pornographic material, for example, through movies, television, the Internet or magazines;
- e) not leaving Children and Young People under the supervision or protection of unauthorised persons such as accommodation staff or friends;
- f) attending personnel and tour manager must not consume alcohol, illegal drugs, or other substances that would affect their ability to provide the appropriate level of care to Children or Young People;
- g) ensuring that sleeping arrangements do not compromise the safety of Children and Young People by:
  - i. observing adequate adult to children ratios;
  - ii. ensuring that accommodation includes separate beds for all persons attending the overnight stay or Tour; and

- iii. ensuring that Children or Young People do not share rooms with Adults unless it is an Approved Person of that Child or Young Person.
- iv. not allowing Children or Young People to be accommodated without adequate supervision;
- h) the right of Children and Young People to contact their parents, or others, if they feel unsafe, uncomfortable or distressed during the stay; and
- i) Parents/carers must be permitted to contact their Child/Young Person if required.

## 13. CHANGE ROOM ARRANGEMENTS

Children and Young People must be appropriately supervised while using change rooms. This requirement must be balanced with a Child or Young Person's right to privacy.

Relevant Persons involved in our sport must:

- a) when supervising Children or Young People using change rooms, ensure that a minimum of two supervisors of the same gender as the group are always present in the change room;
- b) avoid one-on-one unsupervised contact with Children and Young People at all times in the change room (other than their own Child or Young Person);
- c) not dress or undress in the change room while Children and Young People (other than their own Child or Young Person) are present, unless the Child or Young Person is playing in a senior team and there are other members of the team in the change room;
- d) not take photos, videos or other recordings (or allow photos, videos or other recordings to be taken) of Children and Young People in the change room;
- e) ensure a level of supervision for preventing abuse and general misbehaviour by members of the public, adults and Children and Young People using the change room, whilst recognising the right to privacy.

## 14. USE OF, POSSESSION OR SUPPLY OF ALCOHOL OR DRUGS

Relevant Persons involved in cricket who are delivering a program or service involving Children and Young People, must not:

- a) use, possess or be under the influence of an illegal drug;
- b) use or be under the influence of alcohol whilst delivering a program or service;
- c) be incapacitated by any other legal drug such as prescription or over-the-counter drugs whilst delivering a program or service;
- d) supply alcohol or drugs (including tobacco and e-cigarette products) to Children and Young People.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with your ability to provide the appropriate level of care to Children or Young People participating in our sport.

Several known health risks are associated with passive smoking and vaping. Relevant Persons must not smoke or vape when around Children and Young People.

All persons should be aware of their relevant Alcohol, Drug Use and Smoking Policy which may include additional requirements.

## 15. PARENT OR CARER INVOLVEMENT IN CRICKET

Australian Cricket and Affiliated Associations, Clubs and Indoor Centres must:

- a) ensure that a parent or carer is involved in any significant decision, including the signing of any documentation in relation to their Child's involvement in cricket;
- b) not prevent parents or carers from accessing their Child or Young Person when required; and
- c) make parents or carers aware of this Code of Behaviour. Parents or carers displaying inappropriate conduct may be asked to leave, however may not be denied access for an undetermined amount of time.

## 16. TRANSPORTING CHILDREN AND YOUNG PEOPLE

Australian Cricket acknowledges that from time to time there are valid reasons for transporting Children and Young People. Children and Young People are to be transported only:

- a) in circumstances that are directly related to the delivery of cricket;
- b) with the prior written consent from the Child or Young Person's parent or carer and;
- c) an acknowledgment of the Nominated Supervisor or Person in a Position of Authority of the parent or carer's consent.

Parental/Carer consent must be provided in writing and must include the following information:

- d) the form of transport proposed, such as private car, taxi, self-drive bus, bus with driver, train or plane;
- e) the reason for the journey;
- f) the route to be followed, including any stops or side trips;
- g) details of anyone who will be present during the journey other than the personnel who are involved in delivering our sport; and
- h) vehicle and registration information, including insurance and full license held by drivers.

Written consent can be obtained by using an online, digital or hard copy form (you can use the Australian Cricket Parent/Carer Transportation/Pick Up Approval as a template) or by electronic message such as email or SMS.

In the event of an emergency, and it is not appropriate for the person to obtain prior written approval or consent, they must notify in writing the details of the travel to the Nominated Supervisor or Person in a Position of Authority as soon as practicable following completion of the journey.

When transporting Children or Young People, the driver must drive responsibly, must not be under the influence of any substance that may impair them cognitively, including alcohol, and must have a valid drivers' licence and, to the extent practicable, not be alone in the car with a Child or Young Person.

Children and Young People may only be transported in a vehicle when the manufacturer stated capacity is adhered to and seatbelts and child restraints must meet Australian Standards (AS/NZS1754).

## 17. PICK UP AND COLLECTION OF CHILDREN AND YOUNG PEOPLE

Relevant Persons must:

- a) make sure Children and Young People and their parents or carers know the time and location of training and matches, including start and finish times;
- b) arrive before scheduled practice or game times to ensure that Children and Young People are not left unattended;
- c) have an accessible register of parent and carer emergency contact numbers and an operational phone;
- d) ensure they are aware of alternative pick up arrangements for Children and Young People and that the parent or carer has provided consent;
- e) ensure that if a parent or carer is late, they make reasonable attempts to contact them. It is not the responsibility of persons involved in our sport to transport Children or Young People home if their parent or carer is late for pick up;
- f) ask the second last Child or Young Person and their parent or carer to wait until the final Child or Young Person is collected;
- g) not leave the training or match until all Children and Young People have been collected by their parents and carers; and
- h) ask the parents or carers to collect their Children or Young People from the club room if available.

'Australian Cricket Parent/Carer Transportation/Pick Up' approval forms for parents, specifying who may

pick up their Child or Young Person from training and matches are recommended by Australian Cricket. If in doubt, contact the parent or carer before releasing the Child or Young Person into the care of a person other than the parent or carer.

If a parent or carer is repeatedly late for the collection of their Child or Young Person, the person responsible for the group should notify the Nominated Supervisor or Person in a Position of Authority.

## 18. ATTENDING TO AN INJURED OR UNWELL CHILD OR YOUNG PERSON

Only persons who are qualified in administering first aid or treating sports injuries should attempt to treat an injury. Any person administering first aid should do so in the presence of others.

Other considerations include:

- a) the safety and wellbeing, comfort level and privacy of the Child and Young Person should always be the priority;
- b) only uncover and treat the injured area, ensuring the privacy of the Child and Young Person at all times;
- c) always report injuries and any treatment provided to the Child or Young Person's parent or carer and document the incident notifying the Nominated Supervisor or Person in a Position of Authority; and
- d) if necessary, seek medical attention as soon as possible or recommend that the Child or Young Person's parent or carer seeks medical attention.





## 19. DEFINITIONS

For the purpose of this Policy and unless the context otherwise requires (or if State and Territory legislation differs in definition requiring a higher standard):

**Adult** means a person aged 18 years or over.

**Approved Person** means a family member such as mother, father, sister, brother, grandparent, aunt, uncle or cousin, a guardian, carer, or a person who has been approved by the parent/carer and has an established relationship with the Child or Young Person and/or their family.

**Bullying** means a person or group of people repeatedly using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person or online.

**Child Abuse** is the mistreatment of a Child or Young Person that:

- causes, is causing or is likely to cause any detrimental effect to a Child or Young Person's physical, psychological, or emotional wellbeing; or
- does, or is likely to, endanger a Child or Young Person's physical or emotional health, development, or wellbeing,

whether through:

- a single act, omission, or circumstance; or
- a series or combination of acts, omissions, or circumstances.

**Child Abuse includes:**

**Physical Abuse** occurs when a person subjects a Child or Young Person to application of physical force, which may cause injury intentionally or inadvertently because of physical punishment or the aggressive treatment of a confinement. Physically abusive behaviour includes, but is not limited to:

- shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking; and
- harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical development.

**Emotional Abuse** occurs when a Child or Young Person does not receive the attention they need for healthy emotional, psychological, and social development or are exposed to violence/abuse against other Children or Young People or Adults. Such abuse may involve:

- repeated rejection or threats to a Child or Young Person (either in person or online);
- constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness, and rejection (either in person or online);
- **Bullying and Harassment** (either in person or online);
- harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical, intellectual, or emotional wellbeing and development (either in person or online).

**Sexual Abuse** occurs when an adult, or a person in authority (i.e. older, or younger but more physically or intellectually developed) involves a Child or Young Person in any sexual activity.

Perpetrators of sexual abuse take advantage of their power, authority, or position over the Child or Young Person for their own benefit. It can include making sexual comments to a Child or Young Person, kissing, touching a Child or Young Person's genitals or breasts, oral sex, or intercourse with a Child or Young Person.

**Neglect** is the persistent or deliberate failure or denial to meet a Child or Young Person's basic needs, including the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child or Young Person's health and development is or is likely to be harmed, whether the neglect is physical, medical, emotional or educational neglect in nature or takes the form of abandonment.

**Child and Young Person** means a person under the age of 18 that participates or is involved in any program or services delivered by Australian Cricket or an Affiliated Association, Club or Indoor Centres, and **Children and Young People** and **Children or Young People** have corresponding meanings.

**Child Protection Legislation** means all state/territory Child or Young Person protection legislation as amended from time to time, a summary of which is available [here](#).

**Contractor** means any person or organisation engaged to provide services for, or on behalf of, a Relevant Organisation. This includes agents, advisers, and subcontractors of a Relevant Organisation and employees, officers, volunteers, and agents of a Contractor or subcontractor.

**Discrimination** includes both direct and indirect discrimination (either in person or online) which have the following meaning:

■ **Direct discrimination** occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances.

■ **Indirect discrimination** occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances.

**Employee** means a person employed by Cricket Australia, the International Cricket Council or a State and Territory Cricket Association (including W/BBL Clubs) under an Employment Contract, including permanent, fixed-term and casual employees.

**Grooming** means behaviours that manipulate or control a Child or Young Person, their family, guardian and carers or other support networks, or organisations, with the intention to gain access to the Child or Young Person, obtain the Child or Young Person's compliance, maintain the Child or Young Person's silence, and avoid discovery of sexual abuse.

**Harassment** means any type of behaviour towards a Child or Young Person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the Child/Young Person who is the subject of the harassment, whether in-person or online.

**Harmful Behaviour Towards a Child or Young Person** means any behaviour involving a Child or Young Person that is objectively age inappropriate and/or places the Child or Young Person at risk of harm. This includes but is not limited to:

- a. Child Abuse;
- b. Discrimination;
- c. Harassment;
- d. Sexual Misconduct;
- e. harmful training methods including physical punishment or overtraining which may cause harm to a Child or Young Person;
- f. excessive or unnecessary emphasis on appearance, weight requirements or muscularity (either in-person or online) that may include practices such as:
  - i. encouraging or enforcing excessive dieting or restrictive eating;
  - ii. excessive weigh-ins or focus on weight goals, body composition testing that is a sport

requirement that carries punishment for the outcome (for example repeated bouts of exercises as punishment for weight gain); or

- iii. unsafe practices that could put health at risk in order to reach weight or appearance requirements without adequate medical support (for example dehydration or restrictive eating).
- g. forcing a Child or Young Person to train or compete when ill or injured;
- h. threatening or humiliating a Child or Young Person (either in-person or online);
- i. using disciplinary action involving physical punishment or any form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
- j. making sexual comments to a Child or Young Person or engaging in open discussions of a sexual or adult nature with (either on person or online), or in the presence a Child or Young Person;
- k. taking inappropriate photos or footage of a Child or Young Person; or
- l. inappropriate and/or intimate physical contact with a Child or Young Person which is sexual in nature or causes them to feel uncomfortable, or feel pain or distress.

**Match** means cricket matches that are played under the jurisdiction or auspices or with the consent or approval of Cricket Australia or any State and Territory Cricket Association.

**Nominated Supervisor** means a person, aged 18 years or older, who has been assigned formal responsibility for the management of any activities or services provided by Australian Cricket or an Affiliated Association, Club or Indoor Centre.

**Person in a Position of Authority** means a person, regardless of age, who through their position or involvement in cricket can exercise power, control, or influence over a Child or Young Person.

**Prohibited Conduct** means conduct described in Article 3 of this Policy.

**Protected Characteristic** means:

- a. age;
- b. disability;
- c. race or ethnicity;
- d. sex or gender identity;
- e. sexual orientation; or
- f. religion.



**Relevant Persons** means Australian Cricket Personnel, Cricket Participants, Australian Cricket Player and Australian Cricket Support Personnel.

**Australian Cricket Personnel** means:

- directors and officers of Cricket Australia, the State and Territory Cricket Associations or W/BBL Club;
- Employees, including match officials appointed by Cricket Australia;
- contractors and consultants engaged by Cricket Australia, the State and Territory Cricket Associations or a W/BBL Club under a Contractor Agreement, Consultancy Agreement or other Agreement to this effect;
- Australian Cricket Player Support Personnel;
- board and/or committee members of Cricket Australia, the State and Territory Cricket Associations or a W/BBL Club; and
- volunteers of Cricket Australia, State and Territory Cricket Associations or a W/BBL Club under a Volunteer Agreement or other Agreement (whether or not that Agreement is writing or not) to this effect.

**Cricket Participant** means:

- a. directors, committee members and officers of an Affiliated Association and Club;

- b. Employees, consultants or contractors of an Affiliated Association and Club;
- c. volunteers of an Affiliated Association and Club;
- d. Players that are registered with or entitled to participate in the activities of an Affiliated Association or Club and who have agreed to be bound by the Australian Cricket Child Safe Policy and the Australian Cricket “Looking After our Kids” Code of Behaviour;
- e. Coaches (including assistant coaches), who:
  - i. hold a Cricket Coaches Australia Accreditation unless the coach falls within the definition of Australian Cricket Personnel;
  - ii. are appointed and/or engaged by an Affiliated Association and Club;
  - iii. have an agreement (whether or not in writing) with an Affiliated Association and Club to coach in a facility owned or managed by the State and Territory Cricket Association; or
  - iv. have an agreement (whether or not in writing) with an Affiliated Association and Club to coach in a facility owned or managed by the Affiliated Association and Club
- f. Umpires, selectors and other officials, who:
  - i. hold a Cricket Umpires Australia Accreditation unless the umpire falls within the definition of Australian Cricket Personnel; or
  - ii. umpire or officiate cricket matches for Affiliated Associations, Clubs and Indoor Centres

- g. Cricket Blast Coordinators
- h. Team support staff;
- i. Parents/guardians holding a specific role within the Affiliated Association and Club (including regular scorers); and
- j. Any other person who has agreed to be bound by Australian Cricket's Policy for Safeguarding Children & Young People and Australian Cricket's Looking After our Kids Code of Behaviour.

**Australian Cricket Player** means any cricketer who is selected in any playing team or squad that is chosen to represent Cricket Australia or any State and Territory Cricket Association or W/BBL Team in any Match or series of **Matches** or any cricketer that is contracted to CA or a State or Territory Association to play cricket, including a past player.

**Australian Cricket Player Support Personnel** means any umpire, match referee, coach, trainer, team manager, player agent, selector, team official, doctor, physiotherapist, dietitian, fitness or other health related advisor or any other person employed by, contracted to, representing or otherwise affiliated to CA or any State or Territory Association or W/BBL Team or any other person employed by, contracted to, representing or otherwise affiliated to a Team or squad that is chosen to represent CA, a State or Territory Association in any Match or series of Matches.

**Relevant Organisations** means Affiliated Associations, Clubs and Indoor Centres and Australian Cricket.

- i. **Affiliated Associations, Clubs and Indoor Centres** means any cricket association or club or indoor centre that has agreed to be bound by this Policy.
- ii. **Australian Cricket** means Cricket Australia, and all State and Territory Cricket Associations (including the Big Bash League and Women's Big Bash League Clubs).

**Sexual Misconduct** means any of Sexual Offence or Sexual Harassment.

**Sexual Offence** means any criminal offence involving sexual activity or indecency. Sexual offence carries a different meaning in each jurisdiction and can include rape, indecent assault, sexual assault, incest, sexual penetration, indecent act or sexual

relationship with a child under the age of 16, sexual offences against people with impaired capacity, publishing or possessing Child and Young Person pornography and indecent articles, promoting or engaging in acts of Child or Young Person prostitution, soliciting acts of sexual penetration or indecent acts.

**Sexual Harassment** means any unwanted, unwelcome or uninvited behaviour of a sexual nature, which could make a person feel humiliated, intimidated or offended, including unwanted physical contact, verbal remarks, jokes, sharing of inappropriate pornographic or offensive material.

**State and Territory Cricket Associations** means Cricket ACT, Northern Territory Cricket, Cricket New South Wales, Queensland Cricket, South Australian Cricket Association, Cricket Tasmania, Cricket Victoria and WA Cricket, including the W/BBL Clubs.

**Ticket and Entry Conditions** means the Ticket and Entry Conditions for Australian Cricket Matches located on <http://www.cricket.com.au/tickets>.

**Umpire** means any umpire (including any third or other umpires) appointed to officiate in a Match.

**Victimisation** means subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

**Vilification** means a public act, conduct or behaviour, either in-person or online, that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a **Protected Characteristic they** hold, as covered by applicable legislation.

**W/BBL Clubs** means Adelaide Strikers, Brisbane Heat, Hobart Hurricanes, Melbourne Renegades, Melbourne Stars, Perth Scorchers, Sydney Sixers and Sydney Thunder (both men's and women's teams).

**WWCC** means a 'Working with Children Check' (however named) under the applicable legislation of a state or territory, a summary of which is available [here](#).

**WE ENDORSE AUSTRALIAN CRICKET'S COMMITMENT  
TO SAFEGUARDING CHILDREN AND YOUNG PEOPLE**

