

JAPAN CRICKET ASSOCIATION PARTICIPANT CODE OF CONDUCT & DISCIPLINARY POLICY

Updated: 17th May 2023

The Japan Cricket Association (the “JCA”) issues this Japan Cricket Association Participant Code of Conduct & Disciplinary Policy (this “**Disciplinary Policy**”) to provide disciplinary rules for all matches played under the authority of the JCA.

This Disciplinary Policy applies to all teams, players, team officials, and team members involved in JCA-authorized matches, and the captains and representatives of all teams in JCA competitions and all umpires participating in JCA-authorized matches are required to read this Disciplinary Policy.

The JCA recommends that all players and team officials involved in JCA-authorized matches be familiar with this Disciplinary Policy.

Notes on Reading this Disciplinary Policy:

When reading this Disciplinary Policy, please do the following:

- read all references to “the Competition” to mean the JCA-authorized competition in which your team participates (e.g., if your team plays in the Japan Cricket League (the “**JCL**”), read “the Competition” as “the JCL”); and
- read all references to “the Committee” to mean the JCA Disciplinary Committee formed at the start of the year to oversee all instances relating to on-field behaviour.
- read all references to “the Panel” to mean the JCA Disciplinary Panel formed to oversee specific incidents.

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SECTION 1 - Players' Code of Conduct and Spirit of Cricket

1.1 Outline

The JCA is committed to maintaining the highest standards of behaviour and conduct. All teams and their players, officials and members, by registering with the JCA, agree to comply with the "Player's Code of Conduct" set out in 1.2 below and abide by the Spirit of Cricket (provided for in the Preamble to the Laws of Cricket) set out in 1.3 below.

1.2 Players' Code of Conduct

The captains are responsible at all times for ensuring that play is conducted in accordance with the Spirit of Cricket, the Laws of Cricket (the "Laws"), and other related policies, codes and playing conditions stipulated by the JCA or the Competition.

- (1) Players and team officials must at all times accept the umpire's decision. Players must not show dissent at the umpire's decision or react in a provocative or disapproving manner towards another player or a spectator.
- (2) Players and team officials shall not intimidate, assault, or attempt to intimidate or assault, an umpire, another player, any team official or spectator.
- (3) Players and team officials shall not use crude or abusive language, make offensive gestures or hand signals, or deliberately distract an opponent.
- (4) Players and team officials shall not use language or gestures that offend, insult, humiliate, intimidate, threaten, disparage or vilify another person on the basis of that person's race, religion, sexual orientation, age, colour, descent or national or ethnic origin.
- (5) Teams, especially captains, must take adequate steps to ensure the good behaviour of their players, officials, members and supporters.
- (6) Players and team officials shall respect the facility at which they are playing at all times. This includes the whole facility, not just the playing area.

**For a detailed list of breaches and potential consequences please refer to Appendix 1.*

1.3 Spirit of Cricket

Note: The Spirit of Cricket also appears in the JCA Captains' Code of Conduct. It is repeated here in order to emphasise that the Spirit of Cricket applies to both captains and players. The JCA urges all people involved in cricket in Japan to promote a favourable image of the game. Bad publicity for the sport is even more damaging in Japan than it might be in a country where cricket is more well-known.

Cricket owes much of its appeal and enjoyment to the fact that it should be played not only according to the Laws, but also within the Spirit of Cricket. The major responsibility for

ensuring fair play rests with the captains, but extends to all players, match officials and, especially in junior cricket, teachers, coaches and parents.

- Respect is central to the Spirit of Cricket.
- Respect your captain, team-mates, opponents and the authority of the umpires.
- Play hard and play fair.
- Accept the umpire's decision.
- Create a positive atmosphere by your own conduct, and encourage others to do likewise.
- Show self-discipline, even when things go against you.
- Congratulate the opposition on their successes, and enjoy those of your own team.
- Thank the officials and your opposition at the end of the match, whatever the result.

Cricket is an exciting game that encourages leadership, friendship and teamwork, which brings together people from different nationalities, cultures and religions, especially when played within the Spirit of Cricket.

1.4 Compliance

If a player or team official fails to comply with the Players Code of Conduct or to abide by the Spirit of Cricket set out above, he or she might be subject to disciplinary action under the below Disciplinary Policy, irrespective of whether that failure is related to a match under the authority of the JCA.

1.5 Scope of Policy

This policy may extend beyond matches and also be applied to comments made in the public domain, such as social media, which are reported to the Disciplinary Committee.

SECTION 2 - Initial Incident Report

2.1 Submission of Initial Incident Reports by Umpires

If an appointed umpire at a match believes that during the match a player, team official or team member (collectively, a “**Match Participant**”) has possibly breached the Players' Code of Conduct set out in Section 1 (a “**Potential Breach**”), the umpire must provide as much detail as possible in their official Umpire Report, to be completed no later than the Monday, 24:00 following the match (an “**Initial Incident Report**”).

In principle, an Initial Incident Report will be a simple statement of events that occurred in the match and that the umpire believes constitutes a Potential Breach. Note: in most JCA competitions the initial incident report will be contained within the official Umpire Report.

All reports will be forwarded immediately to the JCA Disciplinary Committee (the “**Disciplinary Committee**”)

2.2 Submissions by Other Sources

If the Committee receives a report or information from the captain of a team involved in a match, or another credible source (including local law authorities) in relation to a Potential Breach, the Disciplinary Committee may decide that the report or information constitutes an Initial Incident Report.

2.3 Multiple Potential Breaches in Single Initial Incident Report

An Initial Incident Report may, in relation to one match, contain information about multiple Potential Breaches by one Potentially Breaching Match Participant, or multiple Potential Breaches by multiple Potentially Breaching Match Participants. In this case, the Initial Incident Report will be construed as applying to each of the multiple Potentially Breaching Match Participants. For the sake of clarity, in such a case, multiple Initial Incident Reports will not be required for multiple Potential Breaches in one match.

2.4 Associated Reporting of Captains

In the case of 2.1 or 2.2 above, the Disciplinary Committee may:

- (a) decide that as a possible breach of a captain’s responsibilities under Section 1, the captain of the team to which each Potentially Breaching Match Participant belongs is also to be separately considered a Potentially Breaching Match Participant and
- (b) deem that an Initial Incident Report has been submitted to that effect.

2.5 Investigations

If an Initial Incident Report under 2.1 through 2.4 above is received the Disciplinary Committee will decide either to;

- (a) conduct further investigation of the facts (an “**Investigation**”) to determine whether each Potential Breach is an actual breach (a “**Breach**”) or
- (b) that the facts presented in the Initial Incident Report are inconsequential and disregard the Initial Incident Report.

In the case of (b), the Disciplinary Committee will immediately notify the submitter of the Initial Incident Report to that effect.

2.6 Conducting an Investigation

If the Disciplinary Committee decides to conduct an Investigation, it must follow the procedure set out in Section 3 below.

SECTION 3 - Investigation Procedure

3.1 Requested Reports

If the Disciplinary Committee decides to conduct an Investigation, then it aims, no later than 24 hours after making that decision, to inform the club representatives of the reported player. Responsibility then lies with the club to pass that information on in a timely manner.

The Disciplinary Committee will then form a three person Disciplinary Panel (The “**Disciplinary Panel**”). The Disciplinary Panel may also request of, and receive from, any persons involved, a written report regarding the incident in question if a report has not already been received (a “**Requested Report**”)

3.2 Video Hearing

The Disciplinary Panel must provide the Potentially Breaching Match Participants an opportunity for explanation. In the case of a Level 1 or Level 2 Breach, the Potentially Breaching Match Participants must be provided the opportunity for explanation by submitting a written statement. The Disciplinary Panel may, however, decide to hold a hearing. In the case of a Level 3 or Level 4 Breach, the Disciplinary Panel must hold a hearing. However, the opportunity for explanation by submitting a written statement or a hearing shall be deemed to have been provided, if the Potentially Breaching Match Participants admits to the breach, the proposed penalty, and that the opportunity for explanation is not required in writing.

The Disciplinary Panel shall, if necessary, schedule a video meeting to interview umpires and captains in order to gain more evidence. The Video Hearing will be scheduled on Zoom or a similar free, user-friendly app available on PCs, tablets and mobile phones.

3.3 No Consultation

Each person requested to provide evidence must not consult with other persons submitting Requested Reports in relation to the content of those Requested Reports.

3.4 Action After Review of Requested Reports, Video Hearing, etc.

No later than 24 hours after receipt of the Requested Reports/Video Hearing, the Disciplinary Panel will resolve to do the following:

- (1) take no action, except to record that an Investigation has been conducted, record the details of that Investigation, and notify the teams involved;
- (2) endorse any action already taken by the teams involved and notify the teams involved; or

- (3) if a Breach has occurred, determine the level of the Breach in accordance with the guidelines presented in “Appendix 1 Breach Level Guidelines” and apply an appropriate penalty in accordance with “Section 6 Penalties” below.

3.5 Investigation involving a minor

Any Match Participant under the age of 20 at the time of the match is considered a minor in Japan. However, if participating in an adult competition then minors will be held to the same standards as all other participants.

Any minor is recommended to have assistance from a responsible adult (eg. club representative, parent) when providing a report, and be accompanied by said responsible adult to any Video Hearing. It is the responsibility of the club representative to ensure that a responsible adult is involved from the outset.

SECTION 4 - Disciplinary Panel and Disciplinary Review

4.1 Disciplinary Panel Composition

From 2021 there will be a permanent JCA Disciplinary Committee consisting of respected members of the Japan Cricket Community with an independent Chairman (the “**Chairman**”) appointed by the JCA. For each investigation a Disciplinary Panel will be formed to consist, where possible, of the Chairman and two other committee members not associated with any of the clubs (participating and officiating) involved in the Initial Incident Report. A stand-in Chairman may be needed in case of unavailability.

All Disciplinary Committee members will have thorough knowledge of this Code of Conduct & Disciplinary Policy as well as other rules and guidelines issued by the JCA and the Competition.

4.2 Disciplinary Review Proceedings

The Disciplinary Review will be conducted in the manner set out below.

- (1) The Chairman will provide the Disciplinary Panel with the Initial Report and any records concerning previous Investigations, Breaches, and Penalties (including Suspended Penalties) involving each Potentially Breaching Match Participant.
- (2) The Disciplinary Panel may request additional written reports from umpires or Match Participants to be used in conjunction with the Initial Incident Report.
- (3) In conducting a Disciplinary Review, each of the Disciplinary Panel members will review and discuss with each other the Initial Incident Report and the Requested Reports as the main source of evidence. Unless there is good reason to do otherwise,

evidence from umpires (as, in principle, impartial observers) is to be given relatively more credence than information from Match Participants.

- (4) If after the review and discussion provided for in 4.2(2) and 4.2(3), the Disciplinary Panel believes that more evidence is necessary, it will request a video hearing with the umpires, or Match Participants.
- (5) In principle, any video hearings shall be scheduled on the Zoom app for no later than Thursday following the initial incident report and will take no longer than 40 minutes.
- (6) Umpires and match participants will be interviewed individually by the Disciplinary Panel during any video hearing.
- (7) When the Disciplinary Panel completes all discussion and review of each Potential Breach, it will agree on one or more decisions based on a consensus by the majority within the Disciplinary Panel.
- (8) If a consensus cannot be reached, the Disciplinary Panel may reach out to additional members of the Disciplinary Committee for further assistance. If a further impasse ensues then the Chairman will have the final power of adjudication.

4.3 Disciplinary Review Considerations

In deciding on one or more penalties in accordance with 4.2, the Disciplinary Panel will take into consideration precedent for recommendations in similar cases within that Competition as well as the following considerations and may decide to increase the severity or leniency of the recommendation, as provided for under each consideration below.

- (1) The existence of any general caution (see 4.4(2) below) against, or Breaches by, the Potentially Breaching Match Participant in question in the past and penalties or suspended penalties imposed on that Potentially Breaching Match Participant during the current season of the Competition or the preceding season of the Competition:

More severe

- (2) The Potentially Breaching Match Participant in question is also the captain:

More severe

- (3) The Potentially Breaching Match Participant in question has admitted culpability with respect to the Potential Breach:

More lenient

4.4 Disciplinary Panel Decisions

Each Disciplinary Panel decision under 4.2(3) will, in principle, fall under one of the outcomes set out below.

- (1) The Potential Breach in question does not constitute a Breach, and no further action is necessary.

- (2) The Potential Breach in question does not constitute a Breach, but a general caution about proper conduct in accordance with the Players' Code of Conduct is required with respect to one or more of the Match Participants.
- (3) The Potential Breach in question constitutes a Breach. In this case, the Disciplinary Panel will state a level of Breach in accordance with "Appendix 1 Breach Level Guidelines" and also a penalty in accordance with "Section 6 Penalties".

4.5 Notification of Disciplinary Panel's Decision

Immediately after the Disciplinary Panel has reached its decision(s), the Disciplinary Panel will notify the clubs involved of the incident (or action) in question, the decision(s), and their reasons, in a manner that can, if necessary, be easily forwarded to the Potentially Breaching Match Participant and the umpires and captains for the match in question. The notification must also include that they can appeal to the Japan Sports Arbitration Agency, along with information such as on how to do so and what the deadline is.

SECTION 5 - Penalty Guidelines

5.1 Recommended Penalties

If the Disciplinary Panel recommends the imposition of a penalty under 4.4(3) against a Potentially Breaching Match Participant who is found to have actually committed a Breach (a "**Breaching Match Participant**"), then, in principle, that penalty will be based on the level of the Breach (determined in accordance with "Appendix 1 Breach Level Guidelines"). The penalties imposed on a Breaching Match Participant below are provided as a guideline.

- (1) In the case of a **Level 1 Breach**:
An official warning; if the Disciplinary Panel decides it is necessary, it may also recommend that the warning be combined with a suspended ban of 1 to 2 matches
- (2) In the case of a **Level 2 Breach**:
Ban of 2 to 4 matches
- (3) In the case of a **Level 3 Breach**:
Ban of 4 to 6 matches
- (4) In the case of a **Level 4 Breach**:
Ban of a minimum 6 matches

5.1.2 Penalties shall, in principle, only apply to the competition in which the breach took place. However, the Disciplinary Panel may choose to extend the ban to include other JCA competitions / events.

5.1.3 In aggravated cases the penalty may be more severe even for a low-level breach. Where property damage occurs, the team may be held liable for repair costs.

5.1.4 In cases where multiple members of one team are involved, the Panel may also recommend that the competition committee impose further sanctions on the team as a whole. This could include: points deductions, suspensions or expulsion from the competition.

5.2 Letter of Apology

The Disciplinary Panel may recommend that, in addition to the penalties provided in 5.1, the Breaching Match Participant deliver to any aggrieved party a letter of apology, a copy of which will also be submitted to the Disciplinary Panel.

5.3 Aggravated Cases

If the Breaching Match Participant commits a Breach or, in the current season and previous season, has committed Breaches that individually or collectively exceed the level of Breaches provided for in “Appendix 1 Breach Level Guidelines”, the Disciplinary Panel may recommend stronger penalties than those provided for in 5.1 above, including the expulsion of the Breaching Match Participant from JCA Competitions.

5.4 Applicable Period of Penalties

Penalties will stand for a total period of 24 months (two years) and should be taken into account should any Match Participant be reported again in that time period. The Disciplinary Committee will be in charge of monitoring all penalties.

SECTION 6 - Final Decision and Notification by Disciplinary Panel

6.1 Final Decision and Notification to Breaching Match Participant, etc.

No later than 24 hours after the Disciplinary Panel meets the Chairman will contact the club representatives regarding the Potentially Breaching Match Participant or Breaching Match Participant (as the case might be) and any action taken, as provided for in 4.5.

This notification will, where possible, provide the dates of the Breaching Match Participant’s matches subject to a ban if imposed. Additionally the competition committee and the umpires involved will also be informed.

6.2 Acceptance of Disciplinary Panel’s Decision

With respect to 6.1 above, all competition committees are bound by the decision of the Disciplinary Panel.

6.3 Notification to Competition; Keeping of Records

The Chairman of the Disciplinary Committee will keep records of all reports, hearings and sanctions. Any sanction of a suspended sentence or more, will be posted on the JCA website.

6.4 Suspended Penalties

The Disciplinary Panel may suspend the execution of any part, or all, of each penalty it imposes as it considers appropriate. Suspended penalties will stay on a players record for 24 months (two years) as stated in section 5.4 above.

SECTION 7 - Appeals

7.1 No Appeals

The Disciplinary Panel's decision is final, but an appeal can be made to the Japan Sports Arbitration Agency.

7.2 Revocation Due to False Information, etc.

The Disciplinary Panel may, at its discretion, decide to amend or revoke its final decision, or cancel the Disciplinary Review procedure, if it becomes clear that there has been a case of mistaken identity, facts have been misrepresented, or any procedure provided for in the Disciplinary Policy has not been correctly implemented.

APPENDIX 1 - Breach Level Guidelines

In principle, Breaches are divided into the four levels set out below, in accordance with the ICC Laws of Cricket.

Level 1 Breach

- (1) Wilfully mistreating any part of the facility, equipment or implements used in the match
- (2) Showing dissent at an umpire's decision by word or action
- (3) Using language that, in the circumstances, is obscene, offensive or insulting
- (4) Making an obscene gesture
- (5) Appealing excessively
- (6) Advancing towards an umpire in an aggressive manner when appealing
- (7) Any other misconduct, the nature of which is, in the opinion of the umpires, equivalent to a Level 1 offence.

Level 2 Breach

- (1) Showing serious or persistent dissent at an umpire's decision by word or action
- (2) Making inappropriate and deliberate physical contact with another player
- (3) Throwing the ball at a player, umpire or other in an inappropriate or dangerous manner
- (4) Using language or gesture to another player, umpire, team official or spectator that, in the circumstances, is obscene or of a seriously insulting nature
- (5) Any conduct that might incur penalty runs including; deliberately changing the condition of the match ball, deliberate attempt to distract the striker, deliberate distraction/deception or obstruction of the batsman, bowling of dangerous and unfair non-pitching deliveries, time wasting by either side, player causing deliberate or avoidable damage to the pitch.
- (6) Or any other misconduct, the nature of which is, in the opinion of the umpires, equivalent to a Level 2 offence.

Level 3 Breach

- (1) Intimidating an umpire by language or gesture
- (2) Threatening to assault a player or any other person except an umpire.
- (3) Using language or any gesture that offends, insults, humiliates, intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, sexual orientation, colour, descent or national or ethnic origin

Level 4 Breach

- (1) Threatening to assault an umpire
- (2) Making inappropriate and deliberate physical contact with an umpire
- (3) Physically assaulting a player or any other person
- (4) Committing any other act of violence.

APPENDIX 2 - Disciplinary Policy Flow

The following is provided as a guiding timeline for implementation of this Disciplinary Policy.

| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------|
| Match | | Saturday or Sunday | |
| Initial Report Submitted within 24 hours | | At latest Monday night | |
| Competition Reports Manager forwards the initial incident report to the Disciplinary Committee who decides whether to conduct an Investigation. If so, the Committee informs Clubs involved and the relevant competition committee. | | At latest Tuesday night | |
| ↓ | | ↓ | |
| Investigation Panel formed. Schedules video hearing and requests witnesses to attend. Panel may also request reports, if necessary, from players & umpires. | No Investigation Announcement made to Submitter of Initial Report within 48 hours | At latest Wednesday night | |
| Investigation Panel conducts video hearing. | | At latest Thursday night | |
| Disciplinary Review Panel reviews evidence and reaches a decision. | | At latest Thursday night | |
| ↓ | | ↓ | |
| Result of Investigation Panel decides that there was a breach of JCA Disciplinary Policy and prescribes penalty. (notifies teams) | Result of Investigation No action taken (notifies teams) | Result of Investigation Panel endorses actions of clubs (notifies teams) | At latest Friday afternoon |
| Final Decision and Notification Panel notifies club, committee and individual of final decision | | | At latest Friday afternoon |
| Committee notifies Competition | | | At latest Friday night |

APPENDIX 3 - Disciplinary Committee 2022

1. Alan Curr - Chairman - No club affiliation
2. Shun Hashiba - Adore Cricket Club
3. Jarrad Shearer - Tokyo Wombats Cricket Club
4. Vasanthan Jayakumar - Alpha Quashers Cricket Club
5. Manoj Bhardwaj - Tigers Cricket Club
6. Chris Thurgate - Chiba Sharks Cricket Club
7. Rahul Koul - Men in Blue Cricket Club