



Code of Conduct

Purpose

The East Ringwood Cricket Club (ERCC) is proud to be a family-oriented sporting organisation that promotes participation, inclusion, respect, and community spirit.

The Club expects all players, officials, members, volunteers and guests to conduct themselves in a manner that reflects the values of the Club and the standards expected within our community. These values include respect for others, personal responsibility, good sportsmanship, integrity and compliance with all applicable laws.

Expectations

All players, officials, members and volunteers are expected to:

- Treat others with courtesy, dignity and respect.
- Support and encourage teammates and fellow club members.
- Respect opponents, officials, coaches, volunteers and spectators.
- Follow ERCC club policies and the laws of the RDCA.
- Accept the decision of umpires and officials without abuse, intimidation, or harassment.
- Take reasonable care of club facilities, property and equipment.
- Act in a manner that reflects the values of ERCC positively, both on and off the field.
- Raise concerns in an appropriate manner and/or via the appropriate channels.
- Help maintain an environment free from bullying, discrimination and harassment.

On-Field Conduct

All players are expected to:

- Play fairly and in the spirit of cricket.
- Show respect to opponents and teammates at all times.
- Accept umpiring decisions respectfully.
- Never intimidate, threaten or physically confront another player, umpire or official.
- Control frustrations and avoid aggressive or abusive behaviour.

Competitive behaviour is encouraged; disrespectful or abusive behavior is not.



Coaches and Team Officials

Coaches and team officials are expected to:

- Lead by example and model appropriate behaviour.
- Prioritise player welfare, development and enjoyment.
- Treat players fairly and without favouritism or discrimination.
- Provide constructive feedback without humiliation, intimidation or personal criticism.
- Never use their position to bully, threaten, exploit or improperly influence players.
- Respect the decisions of umpires and competition officials.
- Follow applicable child-safety, safeguarding and competition requirements.
- Encourage good sportsmanship and respect for opponents.

Parents & Guardians

Parents and guardians are an important part of the club community. They are expected to:

- Encourage participation and enjoyment rather than focusing solely on winning.
- Support players positively and respectfully.
- Allow coaches and officials to perform their roles without interference.
- Never abuse, threaten or intimidate players, coaches, umpires, officials or other spectators.
- Avoid coaching from the boundary unless specifically requested by the team coach.
- Raise concerns through the appropriate club process rather than confronting individuals at games or training.
- Respect the privacy and dignity of young people.

Inclusion & Respect

ERCC welcomes people from all backgrounds and is committed to providing an inclusive environment. Discrimination, harassment, bullying or vilification based on characteristics such as race, cultural background, nationality, religion, sex, gender, sexual orientation, disability, age or any other protected characteristic will not be tolerated.

Everyone should be able to participate in cricket without fear of being excluded, humiliated, threatened or treated unfairly.



Bullying, Harassment & Abuse

ERCC has zero tolerance for:

- Bullying or repeated unreasonable behaviour intended to intimidate, isolate or humiliate someone.
- Sexual harassment or inappropriate sexual behaviour.
- Physical violence or threats of violence.
- Verbal abuse, intimidation or threatening conduct.
- Discriminatory or hateful comments.
- Deliberate online harassment or abuse.
- Retaliation against someone who raises a genuine concern or complaint.

This applies at training, matches, club functions and events, on club property, during club-related travel and in online spaces where the conduct affects the club or its members.

Raising Concerns

Anyone who experiences or witnesses behaviour that may breach this Code should raise the matter with a member of the Executive Committee:

- Ben Taylor, 0407 344 818
- Joshua Gray, 0400 547 410
- Nathan Percy, 0407 318 670
- Damon Delaney, 0481 168 814

Reports will be handled sensitively, confidentially where possible, and in accordance with principles of procedural fairness.

Breaches and Disciplinary Action

Investigation of Breaches

The Executive Committee may investigate any alleged breach of this policy and may consider all relevant information, including observations, witness accounts, reports from officials, and any other evidence available.



Sanctions

Where the Executive Committee determines that a breach of the Code of Conduct has occurred, disciplinary action may include, but is not limited to:

- A formal verbal warning.
- A formal written warning.
- Removal from Club premises or Club events.
- Suspension from training activities.
- Suspension from Club functions and social events.
- Suspension from match participation.
- Extended suspension.
- Termination of Club membership.
- Any combination of the above sanctions.

The severity of any sanction will be determined at the discretion of the Executive Committee, having regard to the nature and seriousness of the breach.

Executive Committee Discretion

The Executive Committee retains the authority to determine appropriate disciplinary outcomes on a case-by-case basis to ensure the safety, wellbeing and reputation of the Club are protected at all times.