

Eesti Kriketi liit



CODE OF CONDUCT FOR NATIONAL TEAM PLAYERS AND PLAYER SUPPORT PERSONNEL

ARTICLE 1 SCOPE AND APPLICATION

1.1 All National Team Players and Player Support Personnel are automatically bound by and required to comply with all of the provisions of the National Teams Code of Conduct. Accordingly, by their selection (in the case of a Player) or assistance in a Player's participation (in the case of a Player Support Personnel) in a squad that falls under the EKL's auspices, such Players or Player Support Personnel 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 National Teams Code of Conduct, including what conduct constitutes an offence under the Code of Conduct;

1.1.2 to submit to the exclusive jurisdiction of any Match Referee, Disciplinary Panel or Appeal Panel convened under the National Teams Code of Conduct to hear and determine charges brought (and any appeals in relation thereto) pursuant to the National Teams Code of Conduct; 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 Match Referee, Disciplinary Panel or Appeal Panel.

1.2 All National Team Players and Player Support Personnel shall continue to be bound by and required to comply with the National Teams Code of Conduct 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) in a Squad under the EKL's auspices for a period of three (3) months from the date of his/her last participation and the EKL shall continue to have jurisdiction over him/her under the Code of Conduct thereafter in respect of matters taking place prior to that point.

ARTICLE 2 OFF-FIELD CONDUCT

9. A Participant shall be in breach of these Regulations if they commit any misconduct as set out below which either relates to their participation in Recreational Cricket and/or is of a sufficiently serious nature to justify disciplinary action being taken in relation to their participation in Recreational Cricket:

a. making an abusive, obscene, offensive or otherwise insulting comment or gesture (in any form) in relation to any other Participant or any other person;

- b. any act of violence towards another person;
- c. engaging in behaviour that constitutes any form of abuse or harassment, whether physical, sexual, emotional, neglectful or bullying in nature;
- d. any breach of the EKL Anti-Discrimination Code;
- e. making any adverse public statement or comment in any form and by any means about the performance and/or decision(s) of any match official(s);
- f. failing to report to their Club, any Relevant Criminal Offence for which they have been subject to investigation and/or charged with;
- g. conducting themselves in a manner, or doing or omitting to do anything which is or may be prejudicial to the best interests of cricket, or which may bring or does bring the game of cricket, any Participant, Club, League, County Cricket Board or the EKL, into disrepute;
- h. any breach of Law 41; or
- i. failing to comply with any decisions or sanctions validly imposed on them following due process as prescribed by these Regulations.

See Appendix 4, guidance notes 11 and A for further information. It also applies to non-match related actions as defined below.

Non-Match Related Actions

Training

There will be some training sessions that will be mandatory, these will be identified to all squad members with sufficient notice, any player absent, without the written approval from the Team Manager or Head Coach will face disciplinary action.

Financial

Any player who is 90 days or more in arrears for a national team expense will not be eligible for selection until the debt is cleared.

Alcohol and drugs

All National team squad members may be randomly drug tested by the EOK or ICC, as such it is essential that you abstain from the consumption of recreational drugs and alcohol during Tournaments. Education programmes on the substances that are not allowed to be consumed will be provided.

All squad members are required to inform the Team Manager of any medication they are taking and or are prescribed. Many prescription medications are banned substances by the EOK and ICC.

Legal

Any National team squad member who is charged with a criminal offence, will be suspended from the squad until the matter is sufficiently dealt with.

Behaviour

Any action by a National Team Squad member while representing Estonia that brings shame, embarrassment, discredit, etc to EKL/Estonia will result in Disciplinary action.

Social media

Any Social Media posts made by a member of a National Team Squad that are not inline with the EKL, its policies and beliefs, posts that bring shame, embarrassment, discredit, etc to EKL/Estonia by their content from a NT player will result in Disciplinary action.

Penalties for off field actions

For the above actions players can receive penalties ranging from a Warning to fines, suspension from matches to removal from the squad for a period of time up to life.

The High Performance Director, relevant Team head Coach and Manager will together decide on the penalty that is to be issued.

ARTICLE 3 ON FIELD OFFENCES

The Preamble of all ECA Playing Conditions, sets out the definition of the Spirit of Cricket, as follows:

“Preamble – The Spirit of Cricket

Cricket owes much of its appeal and enjoyment to the fact that it should be played not only according to the Laws (which are incorporated within these Playing Conditions), but also within the Spirit of Cricket.

The major responsibility for ensuring fair play rests with the captains, but extends to all players, umpires 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.”

The conduct described below amounts to conduct which breaches the Spirit of Cricket and therefore, if committed by a Player or Player Support Personnel, shall amount to an offence by such Player or Player Support Personnel under the National Teams Code of Conduct.

2.1	Excessive appealing during an International Match
note	For the purpose of Article 2.1, 'excessive' may include (a) repeated appealing of the same decision; (b) repeated appealing of different decisions when the bowler/fielder knows the batter is not out with the intention of placing the Umpire under pressure; (c) charging or advancing towards the Umpire in an aggressive manner when appealing; or (d) celebrating a dismissal without appealing to the Umpire when a decision is required. It is not intended to prevent loud or enthusiastic appealing.
Level 1	✓
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable
2.2	Abuse of cricket equipment or clothing, ground equipment or fixtures and fittings during an International Match.
note	Article 2.2 includes any action(s) outside the course of normal cricket actions, such as hitting or kicking the wickets and any action(s) which deliberately (i.e. intentionally), recklessly or negligently (in either case even if accidental) results in damage to the advertising boards, boundary fences, dressing room doors, mirrors, windows and other fixtures and fittings. For example, this offence may be committed, without limitation, when a Player swings his/her bat vigorously in frustration and causes damage to an advertising board.
Level 1	✓
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable
2.3	Use of an audible obscenity during an International Match.
note	Article 2.3 covers the use of words commonly known and understood to be offensive, obscene and/or profane (in any language) and which can be heard by the spectators and/or the viewing public whether by way of the stump-microphone or otherwise. This conduct may include, for example, swearing in frustration at one's own play or fortune.
Level 1	✓
Level 2	Not applicable

Level 3	Not applicable
Level 4	Not applicable
2.4	Disobeying an Umpire’s instruction during a International Match
note	Article 2.4 includes any repeated failure to comply with the instruction or directive of an Umpire during an International Match.
Level 1	✓
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable
2.5	Using language, actions or gestures which disparage or which could provoke an aggressive reaction from a batter upon his/her dismissal during an International Match.
note	<p>Article 2.5 includes any language, action or gesture used by a Player and directed towards a batter upon his/her dismissal which has the potential to provoke an aggressive reaction from the dismissed batter, whether or not any reaction results, or which could be considered to disparage or demean the dismissed batter, regardless of whether the batter him/herself feels disparaged or demeaned (in other words, a ‘send-off’). Without limitation, Article 2.5 includes: (a) excessive celebration directed at and in close proximity to the dismissed batter; (b) verbally abusing the dismissed batter; and (c) pointing or gesturing towards the pavilion.</p> <p>Nothing in this Article 2.5 is, however, intended to stop Players celebrating, in an appropriate fashion, the dismissal of the opposing team’s batter.</p>
Level 1	✓
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable
2.6	Using a gesture that is obscene, offensive or insulting during an International Match.
note	<p>Article 2.6 includes, without limitation, obscene gestures which are not directed at another person.</p> <p>When assessing the seriousness of the breach, the following factors (without limitation) shall be taken into account: (i) the context of the</p>

	<p>particular situation; and (ii) whether the gesture is likely to: (a) be regarded as obscene; (b) give offence; or (c) insult another person.</p> <p>This offence is not intended to cover any use of gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin.</p> <p>Such conduct is prohibited under the ECA's Anti-Racism Code and must be dealt with according to the procedures set out therein.</p>
Level 1	✓
Level 2	Not applicable
Level 3	Not applicable
Level 4	Not applicable
2.7	Public criticism of, or inappropriate comment in relation to an incident occurring in an International Match or any Player, Player Support Personnel, Match Official or team participating in any International Match, irrespective of when such criticism or inappropriate comment is made.
note	<p>Without limitation, Players and Player Support Personnel will breach Article 2.7 if they publicly criticise the Match Officials or denigrate a Player or team against which they have played in relation to incidents which occurred in a International Match. When assessing the seriousness of the breach, without limitation, the context within which the comments have been made and the gravity of the offending comments must be taken into account.</p> <p>For the avoidance of doubt, any posting by a Player or Player Support Personnel of comments on a social media platform (including, without limitation, Facebook, Instagram, Twitter, YouTube and LinkedIn) shall be deemed to be 'public' for the purposes of this offence. Consequently a Player or Player Support Personnel may breach Article 2.7 where they criticise or make an inappropriate comment in relation to an incident occurring in a International Match or any Player, Player Support Personnel, Match Official or team participating in any International Match in any posting they make on a social media platform.</p>
Level 1	✓
Level 2	✓
Level 3	Not applicable
Level 4	Not applicable
2.8	Showing dissent at an Umpire's decision during an International Match
note	Without limitation, Article 2.8 includes: (a) excessive, obvious

	<p>disappointment with an Umpire’s decision; (b) an obvious delay in resuming play or leaving the wicket; (c) shaking the head; (d) pointing or looking at the inside edge when given out lbw; (e) pointing to the pad or rubbing the shoulder when caught behind; (f) snatching the cap from the Umpire; (g) requesting a referral to the TV Umpire (other than in the context of a legitimate request for a referral as may be permitted in such International Match); and (h) arguing or entering into a prolonged discussion with the Umpire about his/her decision.</p> <p>This offence is not intended to punish a batter showing his/her instinctive disappointment at his/her dismissal.</p> <p>When assessing the seriousness of the breach, the following factors (without limitation) should be considered: (i) whether the conduct contains an element of anger or abuse which is directed at the Umpire or the Umpire’s decision; (ii) whether there is excessive delay in resuming play or leaving the wicket; or (iii) whether there is persistent re-reference to the incident over time.</p> <p>It shall not be a defence to any charge brought under this Article to show that the Umpire might have, or in fact did, get any decision wrong.</p>
Level 1	✓
Level 2	✓
Level 3	Not applicable
Level 4	Not applicable
2.9	Throwing a ball (or any other item of cricket equipment such as a water bottle) at or near a Player, Player Support Personnel, Umpire, Match Referee or any other third person in an inappropriate and/or dangerous manner during an International Match.
note	<p>This offence will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion, or from throwing the ball at the stumps or to a teammate when attempting a run out.</p> <p>When assessing the seriousness of the offence, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation, whether the action was deliberate, reckless, negligent, and/or avoidable; (ii) whether the ball/object struck the other person; (iii) the speed at which the ball/object was thrown; and (iv) the distance from which the ball/object was thrown.</p>
Level 1	✓
Level 2	✓
Level 3	Not applicable
Level 4	Not applicable

2.10	<p>Any of the following conduct which constitutes ‘unfair play’ under clause 41 of the MCC Laws of Cricket:</p> <p>2.10.1 deliberate attempt to distract the striker. 2.10.2 deliberate distraction, deception or obstruction of batter 2.10.3 bowling of dangerous and unfair short pitched deliveries. 2.10.4 bowling of dangerous and unfair non-pitching deliveries. 2.10.5 bowling of deliberate non-pitching deliveries. 2.10.6 bowling of deliberate front foot no balls. 2.10.7 time wasting by any Player or team. 2.10.8 fielder causing deliberate or avoidable damage to the pitch. 2.10.9 bowler running on protected area. 2.10.10 batter causing deliberate or avoidable damage to the pitch. 2.10.11 striker in the protected area. 2.10.12 batter stealing a run. 2.10.13 unfair actions not covered elsewhere in clause 41 of the MCC Laws of Cricket or the ECA Playing Conditions.</p>
note	<p>The offence supplements and does not replace MCC Laws of Cricket or ECA Playing Conditions.</p> <p>When assessing the seriousness of the offence, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation and where relevant, whether the action was deliberate, reckless, negligent, and/or avoidable; (ii) the potential of the action to injure an opponent; and (iii) the degree of advantage offered by the ‘unfair play’.</p>
Level 1	✓
Level 2	✓
Level 3	Not applicable
Level 4	Not applicable
2.11	<p>Any attempt to manipulate an International Match for inappropriate strategic or tactical reasons.</p>
note	<p>Article 2.11 is intended to prevent the manipulation of International Matches for inappropriate strategic or tactical reasons (such as when a team deliberately loses a Match in a league or tournament in order to affect the standings of other teams in that league or tournament). It might also apply to the inappropriate manipulation of a net run rate or accumulation of bonus points or otherwise.</p> <p>Article 2.11 is not intended to cover any corrupt or fraudulent acts (including any use of inside information and/or related betting activity). Such conduct is prohibited under the ECA’s Anti-Corruption Code and must be dealt with according to the procedures set out therein.</p> <p>The Team Captain of any team guilty of such conduct shall be held</p>

	responsible (and subject to sanction) for any offence found to have been committed under this Article.
Level 1	Not applicable
Level 2	✓
Level 3	Not applicable
Level 4	Not applicable
2.12	Inappropriate physical contact with a Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator) during an International Match.
note	<p>Any form of inappropriate physical contact is prohibited in cricket. Without limitation, Players will breach this regulation if they deliberately, recklessly and/or negligently walk or run into or shoulder another Player or Umpire.</p> <p>When assessing the seriousness of the breach, the following factors (without limitation) shall be re taken into account: (i) the context of the particular situation, including, without limitation, whether the contact was deliberate (i.e. intentional), reckless, negligent, and/or avoidable; (ii) the force of the contact; (iii) any resulting injury to the person with whom contact was made; and (iv) the person with whom contact was made.</p>
Level 1	✓ (Level 1 is available only in the case of contact with Players, Player Support Personnel or any other person).
Level 2	✓ (Level 2 is available only in the case of contact with Players, Player Support Personnel or any other person).
Level 3	✓ (Level 3 is available only in the case of contact with Umpires and Match Referees.)
Level 4	✓ (Level 4 is available only in the case of contact with Umpires and Match Referees.)
2.13	Personal abuse of a Player, Player Support Personnel, Umpire or Match Referee during an International Match.
note	<p>Article 2.13 is intended to cover a Player or Player Support Personnel directing language of a personal, insulting, obscene and/or offensive nature at any Player, Player Support Personnel, Umpire or Match Referee during an International Match. It is also intended to cover language of a personal, insulting, obscene and/or offensive nature relating to a family member of the Player, Player Support Personnel, Umpire or Match Referee at whom it is directed.</p> <p>When considering the seriousness of the breach, the following factors (without limitation) shall be considered: (i) whether such language was</p>

	<p>excessive and/or orchestrated; and (ii) the person at whom the language was directed, i.e. whether they were a Player, Player Support Personnel, Umpire, Match Referee or other person.</p> <p>This offence is not intended to cover any use of language that is likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin.</p> <p>Such conduct is prohibited under the ICC’s Anti -Racism Code and must be dealt with according to the procedures set out therein.</p>
Level 1	Not applicable
Level 2	✓ (Level 2 is not available in the case of personal abuse of an Umpire or Match Referee).
Level 3	✓ (Level 3 is available in all cases)
Level 4	Not applicable
2.14	Changing the condition of the ball in breach of clause 41.3 of the Playing Conditions.
note	<p>This offence supplements and does not replace that outlined in the Playing Conditions.</p> <p>Any action(s) likely to alter the condition of the ball which are not specifically permitted under clause 41.3.2 may be regarded as ‘unfair’. The following actions shall, therefore, not be permitted (this list of actions is not exhaustive but included for illustrative purposes): (a) deliberately throwing the ball into the ground for the purpose of roughening it up; (b) applying any substance to the ball other than sweat; (c) lifting or otherwise interfering with any of the seams of the ball; and (d) scratching the surface of the ball with finger or thumb nails or any implement.</p> <p>The Umpires shall use their judgement to apply the principle that actions taken to maintain or enhance the condition of the ball, provided no artificial substances are used, shall be permitted. Any actions taken with the purpose of damaging the condition of the ball or accelerating the deterioration of the condition of the ball shall not be permitted.</p>
Level 1	Not applicable
Level 2	Not applicable
Level 3	✓
Level 4	Not applicable
2.15	Attempting to gain an unfair advantage during a International Match
note	Article 2.15 is intended to cover any attempts to cheat or gain an unfair

	<p>advantage during a International Match (other than conduct prohibited under Articles 2.11 or 2.14 of the Code of Conduct or the Anti-Corruption Code). It includes, without limitation: (a) deliberate attempts to deceive an Umpire (for example by claiming a catch when the Player concerned knew that he/she had not caught the ball cleanly); (b) any attempts by a Player on the field of play to seek assistance from any person off the field of play in order to decide whether to request a referral to the TV Umpire; or (c) taking a foreign object onto the field whose most likely reason for being there is to change the condition of the ball.</p> <p>When assessing the seriousness of the breach, consideration should be given to whether the conduct was deliberate, reckless and/or negligent on the part of the relevant Player or Player Support Personnel.</p>
Level 1	Not applicable
Level 2	Not applicable
Level 3	✓
Level 4	Not applicable
2.16	Intimidation of an Umpire or Match Referee whether by language or conduct (including gestures) during an International Match.
note	Article 2.16 is intended to cover any form or intimidation of an Umpire or Match Referee. It includes, without limitation: (a) any form of continual verbal or physical harassment; (b) any form of intentional behaviour that would cause the person at whom it is directed to fear injury or harm; and (c) attempts to impede or block movement.
Level 1	Not applicable
Level 2	Not applicable
Level 3	✓
Level 4	Not applicable
2.17	Threat of assault on another Player, Player Support Personnel, Umpire or Match Referee or any other person (including a Spectator) during an International Match.
note	Without limitation, Players or Player Support Personnel will breach this Article 2.17 if they do or say anything which would cause the Player, Player Support Personnel, Umpire, Match Referee or other person to whom such action was directed to fear harmful or offensive contact, for example and without limitation, threatening to hit the relevant individual while at the same time raising a fist, or threatening to physically harm another Player's family.
Level 1	Not applicable

Level 2	Not applicable
Level 3	✓ (Level 3 is available in the case of threat of assault on anyone other than an Umpire or Match Referee)
Level 4	✓ (Level 4 is available in the case of threat of assault on Umpires and Match Referees only. Not available in the case of threat of assault on any Player, Player Support Personnel or other person)
2.18	Physical assault of another Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator) during an International Match
note	Without limitation, Players or Player Support Personnel will breach this Article 2.18 if they intentionally or recklessly cause the Player, Player Support Personnel, Umpire, Match Referee or the other person bodily harm or injury.
Level 1	Not applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	✓
2.19	Any act of violence on the field of play during an International Match
note	Without limitation, Players or Player Support Personnel will breach this Article 2.19 if they kick or punch or fight another Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator).
Level 1	Not applicable
Level 2	Not applicable
Level 3	Not applicable
Level 4	✓
2.20	Conduct that is contrary to the spirit of the game
note	<p>Article 2.20 is intended to cover all types of conduct that is contrary to the spirit of the game and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct. .</p> <p>By way of example, Article 2.20 may (depending upon the seriousness and context of the breach) prohibit, without limitation, the following: (a) the use of an illegal bat or illegal wicket-keeping gloves; and (b) failure to comply with the provisions of clause 6.3 of the Playing Conditions.</p>

	<p>When assessing the seriousness of the offence, the context of the particular situation, and whether it was deliberate, reckless, negligent, avoidable and/or accidental, shall be considered. Further, the person lodging the Report shall determine where on the range of severity the conduct lays (with the range of severity starting at conduct of a minor nature (and hence a Level 1 offence) up to conduct of an extremely serious nature (and hence a Level 4 offence)).</p>
Level 1	✓
Level 2	✓
Level 3	✓
Level 4	✓
2.21	Conduct that brings the game into disrepute
note	<p>Article 2.21 is intended to cover all types of conduct that bring the game into disrepute and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct, including Article 2.20.</p> <p>By way of example, Article 2.21 may (depending upon the seriousness and context of the breach) prohibit, without limitation, the following: (a) public acts of misconduct; (b) unruly public behaviour; and (c) inappropriate comments which are detrimental to the interests of the game.</p> <p>When assessing the seriousness of the offence, the context of the particular situation, and whether it was deliberate, reckless, negligent, avoidable and/or accidental, shall be considered. Further, the person lodging the Report shall determine where on the range of severity the conduct lays (with the range of severity starting at conduct of a minor nature (and hence a Level 1 offence) up to conduct of an extremely serious nature (and hence a Level 4 offence)).</p>
Level 1	✓
Level 2	✓
Level 3	✓
Level 4	✓

ARTICLE 4 REPORTING AND DISCIPLINARY PROCEDURE

3.1 Reporting

Any one of the following individuals can report an alleged offence under the Code of Conduct:

3.1.1 The EKL High Performance director; Team head Coach, Team manager, Team Captain

3.1.2 any member of the National Team

3.2 Procedure

A completed incident Report form is submitted to the Operations Manager (OM) within 7 days of the incident, Upon receipt of the complaint or report the OM has 7 days to contact all parties involved (Match Officials, Team Captains, players directly involved) to request they provide a statement regarding the incident. They have 7 days with which to provide their statement.

3.2.1 Once the OM receives all of the submissions, the OM then has 7 days to appoint a Disciplinary Panel. The OM shall not be a member of this panel. The panel should consist of three persons involved in Estonian Cricket, who were not participants of the match in which the incident took place nor members of any team that was participating in the match. They should be individuals who are regarded as experienced cricketers, who have never faced disciplinary action themselves.

3.2.2 The Disciplinary Panel is given 7 days in which to read all reports and submissions, discuss together and provide the OM with their decision. The panel is free to discuss the issue with each other in any means they feel appropriate, however, they are requested to not discuss the ongoing issue with anyone other than each other. They may seek guidance, advice, further information or clarification from the OM.

3.2.3 The OM is required to assist the panel in whatever manner they require.

When the OM receives the decision of the Disciplinary Panel, the OM must first provide it to the parties involved and then make it public by adding it to the list of Code Of Conduct Breaches on the Estonian Cricket Association website.

3.3 Appeals

Appeals in respect of Level 3 and 4 offences are permissible.

3.3.1 A player/club charged shall be permitted to appeal against a Disciplinary panel's finding and/or penalty in respect of Level 3 or Level 4 Offence.

3.3.2 The relevant player/club seeking to appeal against a decision (the Appellant) is to lodge with the Operations Manager a written Notice of Appeal setting out the grounds of the appeal within 7 days of notification to the player/club of the Disciplinary panel's decision.

3.3.3 In all appeals, the appellant/the appellant's club shall submit a processing fee payable to the ECA. In the case that the appellant appeals, the sum shall be 100 euros and in case the appeal is lodged by a club, the sum shall be 250 euros. If the appeal is successful, the fee will be returned in full to the appellant/the appellant's club. If the appeal is unsuccessful, the fee will not be returned. An appeal will not be handled until the processing fee has been received on the ECA's bank account.

3.3.4 Pending resolution of an appeal, a Player shall be permitted to play in a match that is scheduled to commence prior to the announcement of the final decision.

3.3.5 Within 2 days of receiving the Appellant's notice of appeal and the payment of the processing fee, the Secretary shall provide a written statement setting out all relevant circumstances, documents and evidence, as well as the decision of the Disciplinary Panel. This statement shall be forwarded to the Appellant and the Appeals panel.

3.3.6 Within 5 days of receipt of the appeal and the processing fee, the Secretary shall appoint three members from the Appeal's Panel selected by the ECA Board. none of whom shall be directly connected with the player or the incident at the time of the alleged breach. The appointed members shall determine the appeal within 7 days of their appointment

3.3.7 The process for conducting the hearing shall be left to the discretion of the Appeals panel. Oral representations (either in person or by telephone conference) can be permitted unless there are good reasons for not relying on written submissions only. Where it is available, they shall view video tape of the incident which is the subject matter of the appeal.

3.3.8 Provided that notice has been given to the Appellant of the time and place for any hearing, the hearing shall not be delayed or adjourned by reason of the fact that the Appellant does not attend.

3.3.9 The Appeals panel shall provide a written decision to the Secretary within 24 hours of making said decision, which shall be forwarded to the Appellant immediately upon receipt by the Secretary.

3.3.10 The Appeals panel shall have the power to increase, decrease, amend or otherwise substitute their own decision from that of the Disciplinary panel if they believe it is appropriate to do so.

ARTICLE 4 SANCTIONS ON PLAYERS AND PLAYER SUPPORT PERSONNEL

COMMENT: The aim of the sanctioning regime under this Code of Conduct is to (a) sanction those Players and Player Support Personnel found to have committed an offence under the Code of Conduct, and (b) to act as a deterrent to other Players and Player Support Personnel to deter them from conducting themselves improperly on and off the “field of play”. The ECA believes that the threat of a suspension is the strongest deterrent to bring about a change in behaviour, hence the system of accumulated Demerit Points which is included in the Code of Conduct.

4.1 Where a Match Referee or Judicial Commissioner determines that an offence under the Code of Conduct has been committed, he/she will be required to impose an appropriate sanction on the Player or Player Support Personnel.

4.2 In determining the appropriate sanction, the Disciplinary Panel shall take into account any factors that they deem relevant and appropriate to the mitigation or aggravation of the nature of the Code of Conduct offence before determining, in accordance with the table set out in Article 4.3 below, what the appropriate sanction(s) should be.

4.3 In addition to sanctions imposed by a Match Referee or Judicial Commissioner under Article 4.2 above, Demerit Points will be imposed upon a Player or Player Support Personnel found to have committed an offence under the Code of Conduct.

The number of Demerit Points imposed will be calculated by reference to the sanction imposed for the particular offences, as set out in the following table.

Level of Offence	Range of permissible sanctions	Demerit points	
1	Warning and 1 - 2 demerit points	Warning	1 - 2
2	Up to 2 suspension points and either 3 or 4 demerit points	1 - 2 Suspension points	3 - 4
3	Between 4 and 12 Suspension points and either 5 or 6 demerit points	4 - 12 Suspension points	5 - 6
4	12 Suspension Points or a suspension for a fixed period of time ranging between, at a minimum, the lesser of the equivalent of 12 Suspension Points and one (1) year, up to a maximum of a lifetime's suspension.	12 Suspension points	7 - 8

4.4 Demerit Points will remain on a Player or Player Support Personnel's disciplinary record for a period of twenty-four (24) months from their imposition following which they shall be immediately expunged.

4.5 1 Suspension point equates to a 1 match suspension for a 40 over, T20, T10 and any modified format.

4.6 Each time a Player or Player Support Personnel is found to have committed an offence under the Code of Conduct and a sanction is imposed by a Match Referee or Judicial Commissioner, corresponding Demerit Points as per the table in Article 4.3 above shall be added to the Player or Player Support Personnel's record and accumulated with any existing Demerit Points imposed on the Player or Player Support Personnel within the previous twenty-four (24) months. The ECA's Operations Manager will keep an accurate and up-to-date record of all Demerit Points imposed upon Players and Player Support Personnel and will carry out the process of accumulating Demerit

Points each time a Player or Player Support Personnel is found to have committed an offence and sanctioned.

4.7 Where a Player or Player Support Personnel accumulates a total of four or more Demerit Points as set out in the table below, these Demerit Points shall be converted into Suspension Points (at the point that the Player or Player Support Personnel first crosses the relevant threshold) as follows:

Accumulated Demerit Points	Corresponding Suspension Points
4 - 7	2
8 - 11	4
12 - 15	6
16 and above	8

4.8 Notice of the amount of Demerit Points imposed and the accumulated total, together with any resulting Suspension Points, will be communicated by the Operations Manager, as soon as is reasonably practicable, of the offence and resulting sanction. Any resulting Suspension Points imposed on the basis of accumulated Demerit Points shall be applied in accordance with the principles set down in Article 7.9 below and shall take effect immediately upon notice of the same to the Player or Player Support Personnel.

4.9 Any Suspension Points imposed on a Player or Player Support Personnel through the accumulation of Demerit Points will be applicable in addition to, and, for the avoidance of doubt, not in place of, any Suspension Points or period of suspension imposed by the Disciplinary Panel pursuant to Article 4.2 above. However, any such period of suspension shall run concurrently with any period of suspension imposed by the Disciplinary Panel.

EXAMPLE OF THE APPLICATION OF DEMERIT POINTS:

1. A Player commits a Level 1 offence and receives a warning..

2. That Player will correspondingly receive two (2) Demerit Points in respect of that offence on his/her disciplinary record.

3. *The same Player then commits a Level 2 offence three (3) months after the Level 1 offence was committed and is sanctioned with 2 Suspension Points by the Disciplinary Panel.*

4. *The Level 2 offence will equate to four (4) Demerit Points.*

5. *As the second offence took place within three (3) months of the first offence, the Demerit Points imposed in respect of the second offence are added to the Demerit Points imposed in respect of the first offence, meaning that the Player now has an accumulated total of six (6) Demerit Points.*

6. *Six (6) Demerit Points equate to a suspension equivalent to two (2) Suspension Points (i.e. matches). Such suspension will be served by the Player concurrently with the suspension imposed in respect of the Level 2 offence.*

7. *After completing his/her suspension, the Demerit Points remain on the Player's disciplinary record for a period of twenty-four (24) months.*

8. *Three (3) months later, the Player commits another Level 2 offence and is sanctioned for that offence.*

9. *A further three (3) Demerit Points will then be added to the Player's disciplinary record in respect of that offence, taking his/her accumulated total within twenty-four (24) months to nine (9) Demerit Points.*

10. *Nine (9) Demerit Points equate to a suspension equivalent to four (4) Suspension Points (i.e. 4 Matches). Such suspension will be served by the Player immediately upon notice of the same in accordance with Article 4.6.*

11. *After completing his/her suspension, the Demerit Points remain on the Player's disciplinary record for a period of twenty-four (24) months.*

4.10 Where Suspension Points are imposed against a Player or Player Support Personnel (whether by the Disciplinary Panel, or through the accumulation of Demerit Points in accordance with Article 4.7 above), then such Suspension Points will be applied in accordance with the following principles:

4.10.1 The suspension will be applied to matches of the same format only, except in the case of a period of time suspension, which will cover all formats.

4.10.3 where a Player or Player Support Personnel has his/her Suspension Points applied to a 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 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 a 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.

4.11 For the avoidance of any doubt:

4.11.1 the Disciplinary Panel will have no jurisdiction to adjust, reverse or amend the results of any Match;

4.11.2 where a Player or Player Support Personnel is found guilty of committing two separate Code of Conduct offences that do not relate to the same incident or set of circumstances arising during a Match and sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);

4.11.3 where a Player or Player Support Personnel is found guilty of committing two Code of Conduct offences in relation to the same incident or set of circumstances arising during an International Match and sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively);

4.11.4 nothing in this Code of Conduct shall permit plea bargaining in relation to any alleged offence committed under this Code of Conduct;

4.11.5 where the Disciplinary Panel finds a Player or Player Support Personnel not guilty of the offence allegedly committed under the Code of Conduct, then it remains open to them, at their discretion, to find the Player or Player Support Personnel guilty of an offence of a lower level than that with which he/she has been charged. For example where a Player or Player Support Personnel has been charged with (but been found not guilty of) 'showing dissent at an Umpire's decision' (Article 2.8) at Level 2, the Panel

may, instead, find the Player or Player Support Personnel guilty of the same offence at Level 1 and impose an appropriate sanction.

4.12 Where a Player or Player Support Personnel has had Suspension Points imposed against him/her or has been suspended for a fixed period of time, he/she may not play, coach or otherwise participate or be involved in any capacity in Match(es) which: (a) are covered by the application of his/her Suspension Points as determined in accordance with Article 4.10; or (b) take place during the fixed period of his/her suspension.

4.13 Once any Suspension Points or fixed period of suspension has expired, the Player or Player Support Personnel will automatically become re-eligible to participate (in the case of a Player) or assist the participation (in the case of a Player Support Personnel) in Matches.

ARTICLE 5 RECOGNITION OF DECISIONS

5.1 All decisions, sanctions and results or other final adjudications from the Disciplinary Panel, under the Code of Conduct shall be recognised and respected by the ECA and its members automatically upon receipt of notice of the same, without the need for any further formality. Each of the ECA and its member clubs and associations shall take all steps legally available to it to enforce and give effect to such decisions.

5.2 It is a condition of membership of the ECA that all member clubs and associations shall comply with the Code of Conduct.

5.3 The ECA recognises and respects sanctions imposed by the ICC and all ICC Members and so shall all ECA member clubs and associations.

ARTICLE 6 AMENDMENT AND INTERPRETATION OF THE CODE OF CONDUCT

6.1 The Code of Conduct may be amended from time to time by the Executive Board of the ECA, with such amendments coming into effect on the date specified by the ECA.

6.2 The headings used for the various Articles of the Code of Conduct are for the purpose of guidance only and shall not be deemed to be part of the substance of the Code of Conduct or to inform or affect in any way the language of the provisions to which they refer.

6.3 The Code of Conduct shall come into full force and effect on 17.11.2022 (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 Code of Conduct 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.

6.4 If any Article or provision of this Code of Conduct is held invalid, unenforceable or illegal for any reason, the Code of Conduct 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.

6.5 The Code of Conduct is governed by and shall be construed in accordance with Estonian law. Strictly without prejudice to the arbitration provisions of Article 3 of the Code of Conduct, disputes relating to the Code of Conduct shall be subject to the exclusive jurisdiction of the Estonian courts.