

## FICA Anti-Discrimination & Harassment Code

### 1. Background

1.1 FICA supports and is a signatory to the World Players' Association Universal Declaration of Player Rights, which was adopted in 2017. The Declaration includes the right to equality of opportunity for every player<sup>1</sup> and sets out that:

- (1) Every player is entitled to equality of opportunity in the pursuit of sport without distinction of any kind and free of discrimination, harassment and violence;
- (2) A player's right to pursue sport cannot be limited because of their race, colour, birth, age, language, sexual orientation, gender, disability, pregnancy, religion, political or other opinion, responsibilities as a carer, property or other status;
- (3) Every player also has a duty to respect the rights of their fellow players under the Declaration, and to respect the fundamental human rights of everyone involved with or affected by sport.<sup>2</sup>

1.2 FICA is committed to ensuring that it, and players affiliated to it, provide leadership in ensuring an inclusive, safe, and collaborative environment for all participants in the game and in FICA activities, regardless of their race, colour, birth, age, language, sexual orientation, gender, disability, pregnancy, religion, political or other opinion. All players and participants should strive to treat people with dignity, decency, and respect and we do not tolerate discrimination or harassment in any form.

1.3 This Code ("the Code") is a set of guidelines that establishes shared values and ensures that behaviours that may harm players or participants are avoided. FICA encourages openness and debate on important issues whilst always ensuring a culture of mutual respect that favours support, inclusion and collaboration in the resolution of conflicts.

1.4 This Code embodies FICA and the player's commitment to uphold these principles and outlines our expectations and response. It is intended to complement other applicable Codes and Regulations in the game and applies to players, FICA activities, online and virtual spaces.

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<sup>1</sup> Universal Declaration of Player Rights, Article 3

<sup>2</sup> Universal Declaration of Player Rights, Article 17

## 2. What Represents Unacceptable Behaviour Under This Code?

2.1 Discrimination or harassment may occur online or in person and includes verbal, non-verbal, or physical conduct designed to threaten, intimidate, silence, or coerce. Examples of unacceptable behaviours include:

- (1) **Unwelcome verbal comments that reinforce oppression related to** - race, colour, birth, age, language, sexual orientation, gender, disability, pregnancy, religion, political or other opinion;
- (2) **Distribution, display, or discussion of material that ridicules, insults, or shows hostility or disrespect** - towards an individual or group because of race, colour, birth, age, language, sexual orientation, gender, disability, pregnancy, religion, political or other opinion;
- (3) **Verbal threats or demands, intimidation or bullying** - including threats of violence or incitement of violence, sustained and deliberate disruption of discussion, meetings or events;
- (4) **Unwelcome sexual attention or physical contact** - including innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and obscene gestures, and requests for sexual favours;
- (5) **Failure to safeguard confidential or privately shared information** - including publication of private communication without consent;
- (6) **Deliberate “outing”** - of any aspect of a person’s identity without their consent, or deliberate misgendering or use of rejected names;
- (7) **Attempts at intimidation, retaliation or retribution** - to someone who has filed or responded to a report of discrimination or harassment, or appeared as a witness in the processing of a report;
- (8) **Advocating for or encouraging any of the above behaviour** - or encouraging, supporting or assist violations of this Code.

## 3. Expected Behaviours

3.1 FICA expects all players and participants in its activities to treat each other with respect, and to do their part to ensure positive experiences for all player’s and participants.

3.2 Individuals who are asked to stop harassing behaviours are expected to cease immediately.

## 4. Overseeing the Code

- 4.1 The FICA Board will appoint a suitably skilled Independent Facilitator, who shall act as the primary point of contact in relation to the Code. The Facilitator must not be a serving employee or Board member of FICA or a FICA member players' association.
- 4.2 Inappropriate behaviour can be flagged on a confidential basis to the Facilitator by contacting - Email [adf facilitator@thefica.com](mailto:adf facilitator@thefica.com).
- 4.3 The Facilitator shall be responsible for:
- (1) **Initiating a review process** - as soon as practicable the Facilitator will review the information received, including determining whether additional information is needed;
  - (2) **Making recommendations on the most appropriate course of action** - after carefully considering factors such as the content, nature, and threat level of the incident, and evaluating the available information, the Facilitator shall make a recommendation as to the most appropriate course of action (including for example advising on the most appropriate cricket related or external body to direct any dispute to for remedy), always acting reasonably and in line the with principles of natural justice. If a proposed recommendation or the timing of it puts the safety and confidentiality of the reporting individual(s) at risk, prevention of further harm will be a priority consideration of the Facilitator.
- 4.4 The Facilitator is intended to be a triage resource and does not have the power to take punitive action.

## 5. Confidentiality

- 5.1 All reports are made to the Facilitator on a confidential basis. Unless otherwise required by law, the Facilitator will not name reporting individual(s) without their consent.
- 5.2 During and after the report handling process, the Facilitator and those involved will protect the confidentiality of the information received, the privacy of the individuals involved, and the wishes of the reporting individual insofar as is legally possible, and as is compatible with the safe implementation of the chosen remedy.
- 5.3 In addition, any notes or documents written by or received by the person(s) conducting the report handling process will be kept confidential to the extent possible and according to any applicable laws.

*This policy is adopted by the FICA Board and is effective as of **August 1 2023** and will reviewed periodically.*