

# FICA ANTI-DISCRIMINATION AND HARASSMENT CODE

EVERY CRICKETER IS ENTITLED TO EQUALITY OF OPPORTUNITY, TO A WORKING ENVIRONMENT FREE FROM DISCRIMINATION, AND HAS A DUTY TO RESPECT THE RIGHTS OF OTHERS INVOLVED IN THE GAME.

THE FICA ANTI-DISCRIMINATION AND HARASSMENT CODE WAS DEVELOPED WITH PLAYERS, PLAYERS ASSOCIATIONS AND THE WORLD PLAYERS' ASSOCIATION, AND HAS BEEN APPROVED BY THE FICA BOARD.

## THE CODE

THIS CODE IS FOR ALL INTERNATIONAL CRICKETERS AS A:

Consolidated summary of the types of behaviours that are expected, along with examples of unacceptable behaviour

Triage support resource to ensure players have independent, confidential advice in finding the right place to go to resolve any concerns or grievances in this space

## FACILITATOR

An expert **independent facilitator** has been appointed as a triage resource and can be contacted at [adfacilitator@thefica.com](mailto:adfacilitator@thefica.com) on a confidential basis if you are unsure where to go with an issue

## PROCESS

THIS INDEPENDENT FACILITATOR SHALL BE RESPONSIBLE FOR:

1. INITIATING A REVIEW PROCESS



2. MAKING RECOMMENDATIONS ON THE MOST APPROPRIATE COURSE OF ACTION

The Code does not provide the independent facilitator with an ability to make findings or punitively punish – it is intended to be a support resource to assist players with issues or grievances in the first instance