



MCL ANTI-RACISM CODE FOR PLAYERS AND PLAYER SUPPORT PERSONNEL

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MCL ANTI-RACISM CODE FOR PLAYERS

AND PLAYER SUPPORT PERSONNEL

INTRODUCTION

The *MCL Anti-Racism Code for Players and Player Support Personnel* (the '**Anti-Racism Code**') is adopted and implemented as part of the *MCL*'s effort to maintain the public image, popularity and integrity of cricket by providing:

(a) an effective means to deter any participant from conducting themselves in a manner that may be construed as racially and/or religiously offensive; and (b) a robust disciplinary procedure pursuant to which all matters of improper conduct of this nature can be dealt with fairly, with certainty and in an expeditious manner.

Unless otherwise indicated, references to Articles and Appendices are to articles and appendices of the *Anti-Racism Code*. Words in italicised text in the *Anti-Racism Code* are defined terms and their definitions are set out in Appendix 1.

ARTICLE 1 - SCOPE AND APPLICATION

- 1.1 All *Players* and *Player Support Personnel* are automatically bound by and required to comply with all of the provisions of the *Anti-Racism Code*. Accordingly, by their participation (in the case of a *Player*) or assistance in participation (in the case of a *Player Support Personnel*) in a *MCL Match*, 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 *Anti-Racism Code*, including what conduct constitutes an offence under the *Anti-Racism Code*;
 - 1.1.2 to submit to the exclusive jurisdiction of any *Judicial Commissioner* convened under the *Anti-Racism Code* to hear and determine charges brought (and any appeals in relation thereto) pursuant to the *Anti-Racism Code*; 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 *Judicial Commissioner* or *Appeal Panel*.
- 1.2 All *Players* and *Player Support Personnel* shall continue to be bound by and required to comply with the *Anti-Racism Code*.
- 1.3 It is acknowledged that certain *Players* and *Player Support Personnel* may also be subject to other rules of *National Cricket Federations* that govern discipline and/or conduct, and that the same conduct of such *Players* and/or *Player Support Personnel* may implicate not only the *Anti-Racism Code* but also such other rules that may apply. For the avoidance of any doubt, *Players* and *Player Support Personnel* acknowledge and agree that:
 - (a) the *Anti-Racism Code* is not intended to limit the responsibilities of any *Player* or *Player Support Personnel* under such other rules; and (b) nothing in such other rules shall be capable of removing, superseding or amending in any way the jurisdiction of the *Judicial Commissioner* to determine matters properly arising pursuant to the *Anti-Racism Code*.

- 1.5 The conduct prohibited under the *Anti-Racism Code* may also constitute a breach of other applicable laws or regulations (e.g. governing equal opportunities and/or anti-discrimination). The *Anti-Racism Code* is intended to supplement such laws and regulations with further rules of professional conduct for those involved in the sport of cricket. It is not intended, and may not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. *Players* and *Player Support Personnel* must comply with all applicable laws and regulations at all times.
- 1.6 For the avoidance of any doubt:
- 1.6.1 the *Anti-Racism Code* is not intended in any way to replace the *MCL Anti-Racism Policy for Members* (as amended from time to time) which shall remain in full force and effect and to which the *MCL* and all *National Cricket Federations* agree to be bound at all times;
- 1.6.2 all *Umpires* and *Match Referees* officiating in a *MCL Match* are automatically bound by and required to comply with all of the provisions of the *MCL Code of Conduct for Umpires*; and
- 1.6.3.1

ARTICLE 2 - OFFENCE

- 2.1 The following conduct, if committed by a *Player* or *Player Support Personnel* at any time during, or in relation to, a *MCL Match*, shall amount to an offence under the *Anti-Racism Code*:
- 2.1.1 Engaging in any conduct (whether through the use of language, gestures or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify any reasonable person in the position of a *Player*, *Player Support Personnel*, *Umpire*, *Match Referee* or any other person (including a spectator) on the basis of their race, religion, culture, colour, descent, national or ethnic origin.

ARTICLE 3 - REPORTING AN ALLEGED OFFENCE UNDER THE ANTI-RACISM CODE

Note: Where an offence under the *Anti-Racism Code* is alleged to have occurred during, or in relation to, a *MCL Match* that is played as part of an *MCL Event*, the *Anti-Racism Code* shall apply in full, in order to ensure that any matters arising can be dealt with expediently..

AND PLAYER SUPPORT PERSONNEL

- 3.1 Any one of the following individuals can report an alleged offence under the *Anti-Racism Code* by lodging a report in the manner described in Article 3.2, below (a '**Report**');
- 3.1.1 an *Umpire* that officiated in the *MCL Match* during, or in relation to which, the alleged offence was committed;
 - 3.1.2 the *Match Referee* that was appointed to officiate in the *MCL Match* during, or in relation to which, the alleged offence was committed;
 - 3.1.3 the *Team Manager* or CEO/COO of either of the two *Franchisees* whose representative teams participated in the *MCL Match* during, or in relation to which, the alleged offence was committed; or
 - 3.1.4 the *MCL's CEO / COO*.
- 3.2 All Reports must be completed on Form 'Rep 1' (or such other form as may be made available for such purposes by the *MCL* from time to time). All Reports must be signed and dated by the person lodging the Report and must be lodged with the *MCL's Governing Council* as soon as reasonably practicable, and in any event no later than seven (7) days after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the Report.
- 3.3 Where it is alleged that a *Player* or *Player Support Personnel* has committed more than one offence under the *Anti-Racism Code* during, or in relation to, an *MCL Match* (whether arising out of the same set of facts or otherwise), then a separate Report should be filed in accordance with this Article 3 for each of the offences alleged to have been committed.

ARTICLE 4 - NOTIFICATION AND CONCILIATION PROCEDURE

- 4.1 Where the *MCL's Governing Council* receives a Report lodged under Article 3, he/she must promptly carry out an investigation into the circumstances detailed in the Report (which may include speaking with relevant parties and reviewing relevant documents and other supporting materials) in order to determine within five (5) business days of receipt of the Report whether the *Player* or *Player Support Personnel* named in the Report has a case to answer.
- 4.2 If the initial review of the Report reveals that there is no case to answer, then the *MCL* shall notify the person who filed the Report of that fact, and the matter shall not proceed any further.
- 4.3 If the initial review of the Report reveals that there is a case to answer, then, provided that the *MCL* consents to the matter being resolved by a process of conciliation (such consent not to be withheld unless it determines, acting reasonably, that the circumstances of the matter do no merit resolution by conciliation or there is a genuine and reasonable concern that a just and appropriate resolution of the matter will not be reached through a process of conciliation), the *MCL* shall comply with the following procedure:
- 4.3.1 The *MCL's Governing Council* shall notify the following individuals of their entitlement to have the matter referred at the first instance to a process of conciliation and seek express written consent from each of them to proceed on that basis:

- 4.3.1.1 the *Player* or *Player Support Personnel* named in the *Report*; and
- 4.3.1.2 the individual(s) who has/have been the subject of the alleged offence.
- 4.3.2 Where the *MCL* does not consent to the matter being resolved by a process of resolution or where the *MCL's Governing Council* is unable to obtain the express written consent from both of the individuals described in Articles 4.3.1.1 and 4.3.1.2 within a period of forty-eight (48) hours after receipt by those individuals of such notice, then the matter shall not be referred to a process of conciliation, instead it shall proceed in accordance with Article 4.4.
- 4.3.3 Where a matter proceeds to conciliation under Article 4.3.1, then the case shall be referred to a *Conciliator* who shall be responsible for overseeing a process of conciliation to take place as soon as possible and, in any event, no later than seven (7) days after the receipt by the *MCL's Governing Council* of the consents described in Article 4.3.1, in accordance with the following procedure:
- 4.3.3.1 The *MCL* shall appoint one independent *Conciliator* who will oversee the conciliation sitting alone. For the avoidance of doubt, the appointed *Conciliator* may be from a country participating in the *MCL Match* during, or in relation to which, the alleged offence was committed, provided that the *Conciliator* remains independent of the relevant parties and the *MCL* at all times.
- 4.3.3.2 Unless exceptional circumstances apply, each of the parties identified in Articles 4.3.1.1 and 4.3.1.2, together with: (a) the person who lodged the *Report* (or, in the case of the *MCL's Chief Executive Officer*, his/her nominee); and (b) a representative of the *MCL's Legal Department*, must attend any conciliation meeting that is scheduled by the *Conciliator*. Each individual shall have the right (at his/her or its own expense) to be represented at such conciliation meeting by such representative (including legal counsel) of his/her or its own choosing. Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the conciliation by telephone or video conference (if available). In addition, any one of the *Team Captain*, *Team Vice Captain* or *Team Manager* of the team that any *Player* or *Player Support Personnel* attending such conciliation meeting represents, may also attend such conciliation meeting to provide additional support and assistance to that *Player* or *Player Support Personnel*.
- 4.3.3.3 Subject to the discretion of the *Conciliator* to order otherwise for good cause shown by either party, conciliation meetings shall take place in the country in which the alleged offence was committed.
- 4.3.3.4 All of the parties involved in the conciliation procedure must fully engage with the *Conciliator* and the conciliation procedure with an open mind and must act, at all times, honestly and in good faith.
- 4.3.3.5 The procedure which is to be followed prior to, and during the conciliation meeting shall be entirely at the discretion of the *Conciliator*, provided that any such meeting is

conducted in an open, inquisitive, non-adversarial and fair manner which enables all of the attending parties a reasonable opportunity to present any evidence that is deemed by the *Conciliator* to be appropriate and to address the *Conciliator* on any matter relevant to the alleged offence. In accordance with Article 6.2, all statements, submissions and evidence made, heard or disclosed during any part of the conciliation process shall be so made, heard or disclosed strictly (unless the relevant party agrees otherwise) on a 'without prejudice' basis and may only be used by any party for the purposes of the conciliation process only.

- 4.3.3.6 During the conciliation meeting, the *Conciliator* will discuss the circumstances of the alleged offence with the relevant parties and explore the possibility of reaching a consensual solution for how to resolve the matter without invoking the disciplinary procedure set out in Article 5. Such a solution may incorporate, without limitation, any of the following (or any combination of the following) outcomes: (a) the voluntary imposition of a period of suspension (which period must be determined having due regard to the range of permissible sanctions in Article 7.3) by the *Player* or *Player Support Personnel* alleged to have committed the offence; and/or (b) a public apology and/or explanation as to the parties' conduct and circumstances surrounding the alleged offence; and/or (c) a private apology and/or explanation as to the parties' conduct and circumstances surrounding the alleged offence; and/or (d) a joint press statement being issued about the parties' conduct and circumstances surrounding the alleged offence and/or its resolution by conciliation; and/or (e) an agreement by the *Player* or *Player Support Personnel* alleged to have committed the offence, to undergo a specified programme of education and/or counselling designed to promote the understanding and awareness of issues directly relevant to the offence that is alleged to have been committed.
- 4.3.3.7 At the end of the conciliation meeting, if the *Conciliator* is satisfied that all of the parties have reached a consensual resolution of the matter, then he/she shall document such resolution and arrange for the signature of all relevant parties to be attested to such document. Any consensual resolution reached by all parties during such conciliation meeting shall be the full, final and complete disposition of the matter and will be binding on all parties.
- 4.3.3.8 At the end of the conciliation meeting, if the *Conciliator* is not satisfied that all of the parties have reached a consensual resolution of the matter, then the conciliation process shall be terminated immediately and the matter shall proceed in accordance with Article 4.4.
- 4.3.3.9 All parties involved in the conciliation procedure shall treat such procedure as strictly confidential, save that nothing in this Article shall prevent either of the parties (or any relevant *National Cricket Federation*) publicly confirming the date of any conciliation meeting, the offence that is alleged to have been committed and/or the name of the *Player* or *Player Support Personnel* charged.

- 4.4 If the initial review of the *Report* reveals that there is a case to answer and either: (a) the *MCL* did not consider it to be an appropriate matter for resolution through conciliation (Article 4.3); or (b) the relevant parties did not consent to the matter being resolved through a conciliation process (Article 4.3.2); or (b) following a conciliation meeting the *Conciliator* was not satisfied that the parties were able to reach a consensual resolution (Article 4.3.3.8), then the *MCL* shall promptly provide a copy of the *Report*, together with a completed Form 'Not 1' (such documents comprising the '**Notice of Charge**') to the following individuals:
- 4.4.1 the *Player* or *Player Support Personnel* named in the *Report*;
 - 4.4.2 the *Team Manager/CEO/COO* of the relevant *Player* or *Player Support Personnel* named in the *Report*; and
- 4.5 The *Notice of Charge* shall specify that the *Player* or *Player Support Personnel* shall have the following options:
- 4.5.1 he may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the *MCL's* discretion, but at all times within the appropriate range for the offence). In such circumstances, and provided that such admission has been received by the *MCL's Governing Council* prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the *Judicial Commissioner* shall not be required and no further action shall be taken, save that the *MCL* shall promptly issue a public statement confirming: (a) the commission of an offence under the *Anti-Racism Code*; and (b) the imposition of the applicable sanction specified in the *Notice of Charge*; or
 - 4.5.2 he may admit the offence charge but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.1; or
 - 4.5.3 he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.1.

ARTICLE 5 - THE DISCIPLINARY PROCEDURE

- 5.1 Where a matter proceeds to a hearing under Article 4.5.2 or 4.5.3, then the case shall be referred to a *Judicial Commissioner* for adjudication in accordance with the following procedure:
- 5.1.1 As soon as reasonably possible, the *MCL* shall appoint a *Judicial Commissioner* to hear the case sitting alone. The appointed member shall be independent of the parties, have had no prior involvement with the case and shall not, unless otherwise agreed between the parties, be from a country participating in the *MCL Match* during, or in relation to which, the alleged offence was committed.
 - 5.1.2 The *Judicial Commissioner* shall convene a preliminary hearing with the *MCL* and its legal representatives, and with the *Player* or *Player Support Personnel* and his/her legal representatives (if any). The preliminary hearing should take place as soon as possible (provided that the *Player* or *Player Support Personnel* shall be given a reasonable period of notice of the same) by telephone conference call unless the *Judicial Commissioner* determines otherwise. The non-participation of the *Player* or *Player Support*

Personnel or his/her representative at the preliminary hearing shall not prevent the *Judicial Commissioner* from proceeding with the preliminary hearing, whether or not any written submissions are made on behalf of the *Player* or *Player Support Personnel*.

- 5.1.3 The purpose of the preliminary hearing shall be to allow the *Judicial Commissioner* to address any preliminary issues. In particular (but without limitation), the *Judicial Commissioner* shall:
- 5.1.3.1 determine the date(s) upon which the full hearing shall be held. Save in exceptional circumstances or where the parties otherwise agree, the full hearing should take place no longer than fourteen (14) days after the receipt by the *Player* or *Player Support Personnel* of the *Notice of Charge*;
- 5.1.3.2 establish dates reasonably in advance of the date of the full hearing by which:
- a) the *MCL* shall submit an opening brief with argument on all issues that the *MCL* wishes to raise at the hearing and a list of the witnesses that the *MCL* intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of the exhibits that the *MCL* intends to introduce at the hearing;
 - b) the *Player* or *Player Support Personnel* shall submit an answering brief, addressing the *MCL*'s arguments and setting out argument on the issues that he/she wishes to raise at the hearing, as well as a list of the witnesses that he/she intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of the exhibits that he/she intends to introduce at the hearing; and
 - c) the *MCL* may (at its discretion) submit a reply brief, responding to the answer brief of the *Player* or *Player Support Personnel* and listing any rebuttal witnesses that the *MCL* intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of any other exhibits that the *MCL* intends to introduce at the hearing; and
- 5.1.3.3 make such order as the *Judicial Commissioner* shall deem appropriate in relation to the production of relevant documents and/or other materials between the parties.
- 5.1.4 Subject to the discretion of the *Judicial Commissioner* to order otherwise for good cause shown by either party, hearings before the *Judicial Commissioner* shall take place in the country in which the alleged offence was committed.
- 5.1.5 The procedure followed at the hearing shall be at the discretion of the *Judicial Commissioner*, provided that the hearing is conducted in a manner which offers the *Player* or *Player Support Personnel* a fair and reasonable opportunity to present evidence (including the right to call and to question witnesses by telephone or video-conference where necessary), address the *Judicial Commissioner* and present his/ her case. For the avoidance of any doubt, in accordance with Article 6.2, unless the relevant party agrees otherwise, no evidence shall be adduced, given or accepted during any hearing before the *Judicial Commissioner* in relation to anything that may have been said or disclosed during any part of any 'without prejudice' conciliation process carried out pursuant to Article 4.3.

- 5.1.6 The hearing before the *Judicial Commissioner* shall be in English, and certified English translations shall be submitted of any non-English documents put before the *Judicial Commissioner*. The cost of the translation shall be borne by the party offering the document(s). If required by the *Judicial Commissioner* (at his/her discretion), the *MCL* shall make arrangements to have the hearing recorded or transcribed. If requested by the *Player* or *Player Support Personnel*, the *MCL* shall also arrange for an interpreter to attend the hearing. Such costs of transcription and interpretation shall be paid by the *MCL*.
- 5.1.7 Where video evidence of the alleged offence is available at the hearing before the *Judicial Commissioner*, then it may be relied upon by any party, provided that all other parties shall have the right to make such representations in relation to it that they may see fit.
- 5.1.8 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Judicial Commissioner*: (a) the *Player* or *Player Support Personnel* who has been charged with the alleged offence; (b) the person who lodged the *Report* (or, in the case of the *MCL's CEO/COO* his/her representative/ nominee); and (c) a representative of the *MCL's* Legal Department. Where any such individual has a compelling justification for his/ her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Judicial Commissioner* by telephone or video conference (if available). Without prejudice to the *Player* or *Player Support Personnel's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.1.9, one of the *Team Captain, Team Vice-Captain* or *Team Manager* of the team that the *Player* or *Player Support Personnel* represents may also attend such a hearing to provide additional support and assistance to the *Player* or *Player Support Personnel*.
- 5.1.9 Each of the individuals described in Article 5.1.8(a) and (b) shall have the right (at his/her or its own expense) to be represented at the hearing before the *Judicial Commissioner* by such representative (including legal counsel) of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* or *Match Referee* that officiated in the *MCL Match* in question or the *MCL's CEO/COO*, then such person shall be entitled to be represented prior to, and during, the hearing (if he/she considers necessary) by a representative of the *MCL's* Legal Department.
- 5.1.10 The non-attendance of the *Player* or *Player Support Personnel* or his/her representative at the hearing, after proper notice of the hearing has been provided, shall not prevent the *Judicial Commissioner* from proceeding with the hearing in his/her absence, whether or not any written submissions are made on his/her behalf.
- 5.1.11 At the end of a hearing, where the *Judicial Commissioner* considers that further evidence is necessary or further time is required to consider the evidence that has been presented, he/she shall adjourn the hearing for an appropriate period of time and make such directions as may be necessary.

5.1.12 Alternatively, at the end of a hearing:

5.2.12.1 brought under Article 4.5.2:

- a) as soon as possible after the conclusion of the hearing (and, in any event, no later than forty- eight (48) hours thereafter), the *Judicial Commissioner* will confirm the *Player* or *Player Support Personnel's* admission that he/ she had committed an offence under the *Anti-Racism Code* and announce his/her decision in writing, with reasons, setting out: (a) what sanctions, if any, are to be imposed; (b) the date that any period of suspension shall come into force and effect; and (c) any rights of appeal that may exist pursuant to Article 8.

5.2.12.2 brought under Article 4.5.3 (or where the *Player* or *Player Support Personnel* has failed to respond in a timely fashion to the *Notice of Charge*):

- a) the *Judicial Commissioner* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than twenty-four (24) hours), following which he/she will reconvene the hearing and verbally announce his/her finding as to whether an offence under the *Anti-Racism Code* has been committed;
- b) where the *Judicial Commissioner* determines that an offence under the *Anti-Racism Code* has been committed, the *Player* or *Player Support Personnel* may request a short adjournment (of no more than thirty (30) minutes) to prepare any submissions that he/ she might wish to make in relation to the appropriate sanction that ought to be applied; and
- c) as soon as possible after the conclusion of the hearing (and, in any event, no later than forty- eight (48) hours thereafter), the *Judicial Commissioner* will announce his/her decision in writing, with reasons, setting out: (a) the finding as to whether an offence under the *Anti-Racism Code* had been committed; (b) what sanctions, if any, are to be imposed; (c) the date that any period of suspension shall come into force and effect.

5.1.13 The *Judicial Commissioner* shall have the discretion to announce the substance of his/her decision prior to the issue of the written reasoned decision referred to in Article 5.1.12.

5.1.14 A copy of the written reasoned decision will be provided to the *Player* or *Player Support Personnel*, the CEO/COO of the *Franchisee* and the *MCL's Cricket Operations Manager*.

5.1.15 The *Judicial Commissioner's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

General Principles of Procedure

- 5.2 Where a *Report* is filed by more than one of the individuals described in Article 3.1 in relation to the same alleged offence under the *Anti-Racism Code*, then the *Player* or *Player Support Personnel* alleged to have committed the offence will only be served with one *Notice of Charge* in accordance with the procedures set out in Article 4. However, all persons who filed a *Report* (or, in the case of the MCL's CEO/COO, his/her representative/nominee) in relation to the alleged offence are required to attend the hearing before the *Judicial Commissioner* unless there is a compelling justification for his/her non-attendance, in which case they shall be given the opportunity to participate in the hearing by telephone or video conference (if available).
- 5.3 Where two or more *Players* or *Player Support Personnel* are alleged to have committed offences under the *Anti-Racism Code*, they may both be dealt with at the same hearing where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents.
- 5.4 Where a *Player* or *Player Support Personnel* is alleged to have committed more than one breach of the *Anti-Racism Code* during, or in relation to, the same *MCL Match*, then all of the alleged offences may be dealt with at the same hearing.
- 5.5 Any failure or refusal by any *Player* or *Player Support Personnel* to provide assistance to a *Judicial Commissioner* in connection with any charge made pursuant to this *Anti-Racism Code* may constitute a separate offence (depending upon the seriousness and context of such failure or refusal) under Articles 2.1.8, 2.2.11, 2.3.3 or 2.4.3 of the *Code of Conduct*.
- 5.6 Where a *Judicial Commissioner* is, or becomes unwilling or unable to hear a case (for example, where he/she finds him/herself in a position of conflict), then the MCL's *Governing Council* shall have the discretion to appoint another *Judicial Commissioner* and all of the remaining procedure will apply accordingly.
- 5.7 The MCL may issue a public announcement regarding any decision of the *Judicial Commissioner* made under the *Anti-Racism Code*, as soon as is reasonably practicable after the decision has been communicated to the parties. The public announcement of the decision may include details of the offences committed under the *Anti-Racism Code* and of the sanctions imposed, if any. Until such time as a public announcement is published, all parties and participants in the proceedings shall treat such proceedings as strictly confidential. For the avoidance of doubt, nothing in this Article shall prevent any party (or any Franchisee) publicly confirming the date of the hearing, the offence that is alleged to have been committed and/or the name of the *Player* or *Player Support Personnel* charged.

ARTICLE 6 - STANDARD OF PROOF AND EVIDENCE

- 6.1 Unless otherwise described herein, the standard of proof in all cases brought under the *Anti-Racism Code* shall be whether the *Judicial Commissioner* is comfortably satisfied, bearing in mind the seriousness of the allegation that is made, that the alleged offence has been committed. This standard of proof in all cases shall be determined on a sliding scale from, at a minimum, a mere balance of probability (for the least serious offences) up to proof beyond a reasonable doubt (for the most serious offences).

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- 6.2** The *Judicial Commissioner* shall not be bound by judicial rules governing the admissibility of evidence. Instead, facts relating to any alleged offence under the *Anti-Racism Code* may be established by any reliable means, including admissions. However, all statements, submissions and/ or evidence made, heard or disclosed during any part of any conciliation process pursuant to Article 4.3, shall be so made, heard or disclosed strictly (unless the relevant party agrees) on a 'without prejudice' basis and used for the purposes of the conciliation process only. Accordingly, no such statements, submissions and/or evidence shall be adduced, given or accepted during any disciplinary hearing before the *Judicial Commissioner* without the express consent of the relevant party.
- 6.3** The *Judicial Commissioner* may draw an inference adverse to the *Player* or *Player Support Personnel* who is asserted to have committed an offence under the *Anti-Racism Code* based on his/her refusal, without compelling justification, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the *Judicial Commissioner*) and/or to answer any relevant questions.

ARTICLE 7 - SANCTIONS

- 7.1** Where a *Judicial Commissioner* determines that an offence under the *Anti-Racism Code* has been committed, he/she will be required to impose an appropriate sanction on the *Player* or *Player Support Personnel*.
- 7.2** In order to determine the appropriate sanction that is to be imposed in each case, the *Judicial Commissioner* must first consider whether the *Player* or *Player Support Personnel* has previously been found guilty of the same offence under the *Anti-Racism Code* or any predecessor regulations that may have applied (including the *Code of Conduct*).
- 7.3** Once the *Judicial Commissioner* has established whether this is a repeat offence, then he/she shall go on to take into account any other factors that he/she deems relevant and appropriate to the mitigation or aggravation of the nature of the offence (including, without limitation, the nature and frequency of any previous offences under the *Anti-Racism Code* or any predecessor regulations) before determining, in accordance with the following table, what the appropriate sanction(s) should be:

RANGE OF PERMISSIBLE SANCTIONS (FIRST OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (SECOND OFFENCE)	RANGE OF PERMISSIBLE SANCTIONS (THIRD OFFENCE)
The imposition of between two (2) and four (4) match <i>Suspension</i> .	The imposition of between four (4) and eight (8) match <i>Suspensions</i>	Imposition of 8 match suspension And/or a lifetime MCL ban.

AND (in all cases)

The mandatory requirement to undergo a programme of education/counselling designed to promote the understanding and awareness of issues directly relevant to the offence that the *Player* or *Player Support Personnel* has been determined to have committed.

- 7.4 Where a *Judicial Commissioner* imposes match suspensions on any *Player* or *Player Support Personnel*, then the player or player support personnel has to complete the suspensions even if it falls in the future MCL seasons and can only resume play after completing the match suspensions.
- 7.6 For the avoidance of any doubt:
- 7.6.1 the *Judicial Commissioner* will have no jurisdiction to adjust, reverse or amend the results of any *MCL Match*;
 - 7.6.2 where a *Player* or *Player Support Personnel* is found guilty of committing two separate *Anti-Racism Code* offences that do not relate to the same incident or set of circumstances arising during an *MCL Match* and sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);
 - 7.6.3 where a *Player* or *Player Support Personnel* is found guilty of committing two *Anti-Racism Code* offences in relation to the same incident or set of circumstances during an *MCL Match* and sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively); and
 - 7.6.4 nothing in this *Anti-Racism Code* shall permit plea bargaining in relation to any alleged offence committed under this *Anti-Racism Code*.
- 7.5 Once any 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 a *Player's* participation (in the case of a *Player Support Personnel*) in *MCL Matches* provided that he has first; (a) completed the official programme of education/counselling to the reasonable satisfaction of the relevant programme organiser or demonstrated that he/ she continues to fully participate in such programme; and (b) satisfied, in full, any award of costs made against him

ARTICLE 8 - APPEALS

- 8.1 No Appeals are allowed in MCL.

ARTICLE 9 - RECOGNITION OF DECISIONS

- 9.1 Any hearing results or other final adjudications under the *Anti-Racism Code* shall be recognised and respected by the *MCL* and Franchisees automatically upon receipt of notice of the same, without the need for any further formality.

ARTICLE 10 - AMENDMENT AND INTERPRETATION OF THE ANTI-RACISM CODE

- 10.1 The *Anti-Racism Code* may be amended from time to time by the Executive Board of the *MCL*, with such amendments coming into effect on the date specified by the *MCL*.
- 10.2 The *Anti-Racism Code* shall be interpreted as an independent and autonomous text
- .
- 10.3 The headings used for the various Articles of the *Anti-Racism Code* are for the purpose of guidance only and shall not be deemed to be part of the substance of the *Anti-Racism Code* or to inform or affect in any way the language of the provisions to which they refer.

- 10.4 The *Anti-Racism Code* shall come into full force and effect on 20 January 2016 (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 *Anti-Racism Code* 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.
- 10.5 If any Article or provision of this *Anti-Racism Code* is held invalid, unenforceable or illegal for any reason, the *Anti-Racism Code* 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.
- 10.6 The *Anti-Racism Code* is governed by and shall be construed in accordance with law as the MCL Governing Council deems appropriate. Strictly without prejudice to the arbitration provisions of Articles 5 of the *Anti-Racism Code*, disputes relating to the *Anti-Racism Code* shall be subject to the exclusive jurisdiction of the courts as decided by the MCL Governing Council.

APPENDIX 1 - DEFINITIONS

Code of Conduct. The MCL's Code of Conduct for Players and Player Support Personnel, as amended from time to time.

Conciliator. An independent expert, trained in mediation and, where possible, with specialist expertise in the area of race relations (or such other expertise as may be relevant to the nature of any alleged offence), who is appointed by the *MCL* to perform the functions assigned to the *Conciliator* under the *Anti-Racism Code*.

Effective Date. As defined in Article 10.4.

MCL. The Masters Champions League or its designee.

MCL's CEO / COO. The person appointed by the *MCL* from time to time to act as its CEO / COO (or his/her designee).

MCL Governing Council. An official committee of the MCL established for any dispute resolution or for any matter pertaining to the MCL.

MCL Code of Conduct for Umpires. The MCL's Code of Conduct for Umpires, in force from time to time.

MCL's Operating Manual. The MCL's Official Operating Manual in force from time to time.

MCL Match. *Twenty20 MCL Match*.

Judicial Commissioner. The independent person appointed by the *MCL*, to perform the functions assigned to the *Judicial Commissioner* under the *Anti-Racism Code*.

Match. A MCL T20 match.

Match Referee. The independent person appointed by the MCL (or any other relevant party) as the official match referee for a designated MCL Match, whether such Match Referee carries out his/her functions remotely or otherwise. Where a Match Referee is not physically present at a particular Match, he/she may be assisted in the administrative performance of his/her duties under this Anti-Racism Code by any official 'Match Manager' who may be appointed to officiate at such MCL Match.

Franchisee. A team participating in the MCL.

Notice of Charge. As defined in Article 4.4.

Player. Any cricketer playing a MCL Match.

Player Support Personnel. Any coach, trainer, manager, selector, team official, doctor, physiotherapist, analyst, masseur or any other person employed by, representing or otherwise affiliated to a playing team that is chosen to represent a Franchisee in any MCL Match or series of MCL Matches.

Report. As defined in Article 3.1.

Team Captain or Vice Captain. The official captain or vice-captain of any team participating in a Match.

Team Manager. The official manager of any team participating in a Match.

Umpire. Any umpire (including a third or other umpires) appointed to officiate in a Match.

**MCL ANTI-RACISM CODE FOR
PLAYERS**

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AND PLAYER SUPPORT PERSONNEL