



## **THE WOMEN'S PREMIER LEAGUE**

# **Anti-Discrimination Code for Players and Team Officials**

*Effective as from February 1, 2023*

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# WOMEN'S PREMIER LEAGUE

## ANTI-DISCRIMINATION CODE FOR PLAYERS AND TEAM OFFICIALS

### INTRODUCTION

The BCCI is the body responsible for the operation of the League and this Anti-Discrimination Code for Players and Team Officials (the “**Anti-Discrimination Code**”) is adopted and implemented as part of BCCI’s continuing efforts to maintain the public image, popularity and integrity of the League by providing: (a) an effective mean 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 in relation to the League can be dealt with fairly, with certainty and in an expeditious manner.

Unless otherwise indicated, references to Articles and the Appendix are to articles and the appendix of the Anti-Discrimination Code.

### ARTICLE 1 SCOPE AND APPLICATION

- 1.1** By their participation (in the case of a Player) or assistance in participation or other involvement (in the case of a Team Official) in a Match, all Players and Team Officials shall be deemed to have agreed:
- 1.1.1** that they are bound by and required to comply with all of the provisions of the Anti-Discrimination Code;
  - 1.1.2** that it is their personal responsibility to familiarise themselves with all of the requirements of the Anti-Discrimination Code, including what conduct constitutes an offence under the Anti-Discrimination Code;
  - 1.1.3** to submit to the exclusive jurisdiction of the Ombudsman to hear and determine charges brought pursuant to the Anti-Discrimination Code; and
  - 1.1.4** not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the Ombudsman.
- 1.2** All Players and Team Officials shall continue to be bound by and required to comply with the Anti-Discrimination Code until three (3) months after the termination of his or her contract or, in respect of any Team Official, any other arrangements with a Franchisee and BCCI shall continue to have jurisdiction over him/her under the Anti-Discrimination Code thereafter in respect of matters taking place prior to that point.
- 1.3** Without prejudice to Articles 1.1 and 1.2, the ICC and the National Cricket Federations shall be primarily responsible for promoting Anti-Discrimination Code awareness and education amongst all Players and Team Officials.
- 1.4** It is acknowledged that certain Players and Team Officials may also be subject to rules of the ICC and/or National Cricket Federations that govern discipline and/or conduct, and that the same

conduct of such Players and/or Team Officials may implicate not only the Anti-Discrimination Code but also such other rules that may apply. For the avoidance of any doubt, Players and Team Officials acknowledge and agree that: (a) the Anti-Discrimination Code is not intended to limit the responsibilities of any Player or Team Official 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 Ombudsman to determine matters properly arising pursuant to the Anti-Discrimination Code.

- 1.5** The conduct prohibited under the Anti-Discrimination Code may also constitute a breach of other applicable laws or regulations (e.g. governing equal opportunities and/or anti-discrimination). The Anti-Discrimination Code is intended to supplement such laws and regulations with further rules of professional conduct for those involved in the League. 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 Team Officials must comply with all applicable laws and regulations at all times.
- 1.6** For the avoidance of doubt, all Umpires officiating in any Matches are bound by and required to comply with all of the provisions of the WPL Code of Conduct for Match Officials and Match Official Support Personnel.

## **ARTICLE 2 OFFENCE**

- 2.1** The following conduct, if committed by a Player or Team Official at any time during, or in relation to, a Match shall amount to an offence under the Anti-Discrimination 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, Team Official, Umpire, Match Referee or any other person (including a spectator) on the basis of their race, religion, culture, colour, descent, national or ethnic origin, sex, gender, sexual orientation, disability, marital status and/or maternity status.

## **ARTICLE 3 REPORTING AN ALLEGED OFFENCE UNDER THE ANTI-DISCRIMINATION CODE**

- 3.1** Any one of the following individuals can report an alleged offence under the Anti-Discrimination Code by lodging a report in the manner described in Article 3.2, below (a **“Complaint”**):
- 3.1.1** an Umpire that officiated in the 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 Match during, or in relation to which, the alleged offence was committed;
- 3.1.3** the Team Manager or duly authorized senior representative of either of the two Franchisees whose representative Teams participated in the Match during, or in relation to which, the alleged offence was committed; or
- 3.1.4** the GM Operations, BCCI

it being acknowledged that the individual lodging any such Complaint need not have witnessed the alleged offence.

- 3.2** Save in the case of circumstances rendering it impractical, all Complaints must be completed, signed and dated by the person lodging the Complaint and must be lodged with the BCCI Chief Executive Officer as soon as reasonably practicable, and in any event no later than thirty-six (36) hours after the later of: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the Complaint. Any such Complaint shall contain as much information in relation to the alleged offence under the Anti-Discrimination Code as is practicable.
- 3.3** Where it is alleged that a Player or Team Official has committed more than one offence under the Anti-Discrimination Code during, or in relation to, a Match (whether arising out of the same set of facts or otherwise), then a separate Complaint should be filed in accordance with this Article 3 for each of the offences alleged to have been committed.

#### **ARTICLE 4 ENQUIRY AND THE DISCIPLINARY PROCEDURE**

- 4.1** The provisions of paragraphs 2.1, 2.2 and 3 of Section 6 of the Operational Rules shall apply to all matters arising out of the Anti-Discrimination Code.
- 4.2** Where two or more Players or Team Officials are alleged to have committed offences under the Anti-Discrimination 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.
- 4.3** Where a Player or Team Official is alleged to have committed more than one breach of the Anti-Discrimination Code during, or in relation to, the same Match, then all of the alleged offences may be dealt with at the same hearing.
- 4.4** Any failure or refusal by any Player or Team Official to provide assistance to the Ombudsman in connection with any charge made pursuant to this Anti-Discrimination Code may constitute a separate offence (depending upon the seriousness and context of such failure or refusal) under the Code of Conduct.

#### **ARTICLE 5 SANCTIONS**

- 5.1** Where the Ombudsman determines that an offence under the Anti-Discrimination Code has been committed, he/she will be required to impose an appropriate sanction on the Player or Team Official.
- 5.2** In order to determine the appropriate sanction that is to be imposed in each case, the Ombudsman must first consider whether the Player or Team Official has previously been found guilty of the same offence under the Anti-Discrimination Code or any predecessor regulations that may have applied in relation to the League (including the Code of Conduct).
- 5.3** Once the Ombudsman 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-Discrimination Code or any predecessor regulations) before determining, in accordance with the following table, what the appropriate sanction(s) should be:

<b>RANGE OF PERMISSIBLE SANCTIONS (FIRST OFFENCE)</b>	<b>RANGE OF PERMISSIBLE SANCTIONS (SECOND OFFENCE)</b>	<b>RANGE OF PERMISSIBLE SANCTIONS (THIRD (OR MORE) OFFENCE)</b>
The imposition of a suspension of between 2 and 4 Matches.	The imposition of a suspension of between 5 Matches and a lifetime in respect of the League.	The imposition of a suspension of between one (1) year and a lifetime in respect of the League.
<p><b>AND (in all cases)</b></p> <p>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 Team Official has been determined to have committed.</p>		

**5.4** For the avoidance of any doubt:

- 5.4.1** the Ombudsman will have no jurisdiction to adjust, reverse or amend the results of any Match;
- 5.4.2** where a Player or Team Official is found guilty of committing two separate Anti-Discrimination Code offences that do not relate to the same incident or set of circumstances arising during a Match and is sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);
- 5.4.3** where a Player or Team Official is found guilty of committing two Anti-Discrimination Code offences in relation to the same incident or set of circumstances during a Match and is sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively); and
- 5.4.4** nothing in this Anti-Discrimination Code shall permit plea bargaining in relation to any alleged offence committed under this Anti-Discrimination Code.

- 5.5** Where a Player or Team Official 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 any Match(es) for any Team or in any matches representing any Franchisee (such as friendly matches or warm-up matches) or WPL Events which take place during the fixed period of his/her suspension. Subject to the foregoing he/she may play, coach or otherwise participate or be involved in another capacity in cricket other than (a) Matches or (b) any matches representing any Franchisee.
- 5.6** Where a Player or Team Official has been suspended for a number of Matches, he/she may not play, coach or otherwise participate or be involved in any capacity in any matches representing any Franchisee (such as friendly matches or warm-up matches) or WPL Events which take place during the period of his/her suspension (from the Suspension Date until the end of the day of the last Match of the suspension). Subject to the foregoing he/she may, subject to any sanction imposed by any other body, play, coach or otherwise participate or be involved in another capacity in cricket other than (a) Matches or (b) any matches representing any Franchisee.
- 5.7** Once any period of suspension has expired, the Player or Team Official will automatically become re-eligible to participate (in the case of a Player) or assist a Player's participation or otherwise be involved (in the case of a Team Official) in Matches and any matches representing the Franchisee (such as friendly matches or warm-up matches) and in WPL Events provided that he/she has 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.
- 5.8** In imposing any suspension of any number of Matches on a Player the Ombudsman shall select the Matches which are the most proximate (i.e. nearest in time) to the Suspension Date. However, where selecting the most proximate Match would result in the suspension being applied in relation to a Match in which the Player would not participate or would, at the Suspension Date, not be likely to participate in each case as a result of the Player being involved in International Duty, then the Ombudsman shall in imposing the suspension choose the next most proximate Match(es).
- 5.9** If a Match for which a Player or Team Official has been suspended is cancelled, postponed or otherwise abandoned prior to the commencement of such Match (being the bowling of the first ball) then the Match shall not be deemed to have formed part of the suspension and the most proximate next Match shall (subject in the case of the Player to the same exception as in Article 5.8 for any Match in which the Player is unable or is not likely to be able to participate as a result of International Duty ) be deemed to be a Match to which the suspension applies. If a Match for which a Player or Team Official is suspended commences (i.e. the first ball is bowled) then that Match shall count as one of the number of Matches which is the subject of the suspension whether such Match is completed or not.
- 5.10** Any suspension of a fixed period of time or for a number of Matches shall commence on the Suspension Date.

- 5.11** The following examples (included for illustrative purposes only) have been included to seek to assist the Ombudsman in applying suspensions under the Anti-Discrimination Code but shall not bind the Ombudsman.

**Example 1**

**Situation:** Player A is suspended for 4 Matches. The Team for which the Player has played in the relevant Season has two further Matches in the Season and has not qualified for the Play-Off Matches. The Player is expected to be unavailable for the first two Matches of the Team in the following Season by reason of International Duty.

**Suspension:** Player A is suspended from playing in the two remaining Matches in the current Season and the third and fourth Matches of the Team in the next Season. If Player A moves to another Team for the next Season, she would be suspended for the third and fourth Matches of her new Team in the next Season.

**Example 2**

**Situation:** Player B is suspended for 3 Matches. The Team for which the Player has played in the relevant calendar year (a) has one Match remaining in the League, (b) qualifies for the Play-Off Matches as a result of its performance in that one remaining Match in the League, and (c) is eliminated after one Play-Off Match. The Player is not affected by International Duty in relation to either the remaining matches in that Season or the following Season.

**Suspension:** Player B is suspended for her Team's one remaining Match in the League, the one Play-Off Match featuring her Team and the first Match of the following Season featuring her Team.

**ARTICLE 6 RECOGNITION OF DECISIONS**

- 6.1** Any decision under the Anti-Discrimination Code shall be recognized and respected by the BCCI and the Franchisees automatically upon receipt of notice of the same, without the need for any further formality. Each of BCCI and the Franchisees shall take all steps legally available to it to enforce and give effect to such decisions.
- 6.2** It shall be a condition of participation in the League that all Franchisees shall comply with the Anti-Discrimination Code.

**ARTICLE 7 AMENDMENT AND INTERPRETATION OF THE ANTI-DISCRIMINATION CODE**

- 7.1** The Anti-Discrimination Code may be amended from time to time by the BCCI, with such amendments coming into effect on the date specified by the BCCI but no such change shall have retrospective effect.
- 7.2** The Anti-Discrimination Code shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes of any government or other body.



- 7.3** The headings used for the various Articles of the Anti-Discrimination Code are for the purpose of guidance only and shall not be deemed to be part of the substance of the Anti-Discrimination Code or to inform or affect in any way the language of the provisions to which they refer.
- 7.4** The Anti-Discrimination Code shall come into full force and effect on the date referred to at the start of this document (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-Discrimination 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.
- 7.5** If any Article or provision of the Anti-Discrimination Code is held invalid, unenforceable or illegal for any reason, the Anti-Discrimination 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.
- 7.6** The Anti-Discrimination Code is governed by and shall be construed in accordance with Indian law and the courts at Mumbai shall have the exclusive jurisdiction.

## APPENDIX 1 - DEFINITIONS

BCCI. The Board of Control for Cricket in India.

BCCI Chief Executive Officer. The person appointed by BCCI from time to time to act as Chief Executive Officer (or his/her designee) including any interim Chief Executive Officer.

Code of Conduct. The WPL's Code of Conduct for Players and Team Officials, as amended from time to time.

Complaint. As defined in Article 3.1.

Effective Date. As defined in Article 7.4.

Franchisee. An entity which owns and operates a Team and which has entered into a Franchise Agreement with BCCI.

Franchise Agreement. An agreement between BCCI and a third party (a Franchisee) under which such Franchisee has agreed to field a Team in the League.

General Manager Operations, BCCI (GM Operations, BCCI). The person appointed from time to time to act as GM Operations, BCCI (or his/her designee).

ICC. The International Cricket Council.

International Duty. The participation by the Player in (i) any officially recognized International Test Match, One-Day International or International Twenty20 match involving the senior national women's cricket team representing the Player's home country; or (ii) any tour or ICC tournament involving such cricket team which includes such international matches; or (iii) any short training camp which the Player is required to attend by her country's national cricket board which occurs shortly before and by way of preparation for any such officially recognized international cricket match or any such tour or ICC Tournament or (iv) any other matches or commitments for the Player's home domestic cricket team in or with which the Player is obliged to comply under the terms of the No Objection Certificate granted to the Player in relation to the relevant Season.

League. The twenty20 cricket league (known at the date of adoption of this Anti-Discrimination Code as the Women's Premier League or WPL) which has been established by BCCI and which shall take place in February/March of each year (or such other time as may be determined by BCCI).

Match. Any cricket match (including any part or aspect thereof) in the League including for the avoidance of doubt any Play-Off Match.

Match Referee. The person appointed by BCCI (or any other relevant party) as the official match referee for a designated 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-Discrimination Code by any official 'Match Manager' who may be appointed to officiate at such Match.

National Cricket Federation. A national or regional entity which is a member of or is recognized by the ICC as the entity governing the sport of cricket in a country (or collective group of countries associated for cricket purposes).

Ombudsman. The person appointed under the memorandum of association and rules and regulations of BCCI as Ombudsman from time to time to be an independent grievance redressal authority.

Operational Rules. The operational rules adopted by BCCI relating to the League, as amended by BCCI from time to time.

Player. Any cricket player who is selected to represent a Franchisee in any Match or who forms part of such Franchisee's squad of players.

Play-Off Match. The matches which take place at the end of the Season to determine the winner, runner-up and third placed team in the League.

Season. In each year the period of time during which the League shall take place.

Suspension Date. The date on which a decision is made to suspend a Player or Team Official under the Anti- Discrimination Code.

Team. Any team participating in the League from time to time which shall include those persons named as fielding substitutes.

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.

Team Official. Any person who (a) has been provided a WPL Central Accreditation on behalf of a Team or Franchisee and (b) is a director, secretary, officer, management staff, employee, coach, physio (or other medical personnel) or duly authorized (express or implied) agent of a Team or Franchisee or a consultant to or other person serving in any official capacity for a Team or Franchisee.

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

WPL Central Accreditation. The accreditation provided by BCCI to persons by which such persons become entitled inter alia to access all Match venues of the WPL.

WPL Code of Conduct for Match Officials and Match Officials Support Personnel. WPL's Code of Conduct for Match Officials, in force from time to time.

WPL Event. Any event or function taking place in relation to the League which is designated by BCCI as an official event or function including, without limitation, any opening ceremonies/concerts, closing ceremonies, opening dinners, closing dinners, press conferences, interviews, press launches, receptions, award dinners or ceremonies, promotional events and development clinics.