



Pakistan Cricket Board

Code of Conduct for Match Officials and Match Officials Support Personnel

Effective as of 13th October 2020

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PAKISTAN CRICKET BOARD

CODE OF CONDUCT

FOR MATCH OFFICIALS AND MATCH OFFICIALS SUPPORT PERSONNEL

INTRODUCTION

The Pakistan Cricket Board (PCB) has been established by the Federal Government vide *S.R.O No. 1045(I)/2019 notified on 19th August 2019* to promote, develop, regulate and maintain general control over the game of cricket in Pakistan. The Board of Governors (BOG) has approved this Code of Conduct for Match Officials and Match Official Support Personnel (hereinafter referred to as the “**Code of Conduct**”) as part of PCB’s continuing efforts to maintain the public image, popularity and integrity of cricket by providing:

(a) an effective means to deter any participant from conducting themselves improperly on and off the ‘field-of-play’ or in a manner that is contrary to the ‘spirit of cricket’; and

(b) a robust and proportionate disciplinary procedure pursuant to which all matters of improper conduct 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 *Code of Conduct*. Words in *italicized* text in the *Code of Conduct* are defined terms and their definitions are set out in Appendix 1.

ARTICLE 1: SCOPE AND APPLICATION

1.1 All Match Officials and Match Official Support Personnel are automatically bound by and required to comply with all of the provisions of the *Code of Conduct*. Accordingly, by their appointment to officiate in any match, such *Match officials and Match official Support Personnel* shall be deemed to have agreed:

1.1.1 That it is their personal responsibility to familiarize themselves with all of the requirements of the *Code of Conduct*, including what conduct constitutes an offence under the *Code of Conduct*;

1.1.2 to submit to the exclusive jurisdiction of the Director High Performance, any *Judicial Commissioner or Appeal Panel* convened under the *Code of Conduct* to hear and determine charges brought (and any appeals in relation thereto) pursuant to the *Code of Conduct*;

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 Director High Performance, *Judicial Commissioner or Appeal Panel*;

1.1.4 to be bound by and comply with the PCT code; and

1.1.5 to be bound by and comply with the PCB Anti-Corruption Code for participants and all other applicable bylaws.

- 1.2** All *Match Officials and Match Official Support Personnel* shall continue to be bound by and required to comply with the *Code of Conduct* until he/she has not participated (in the case of a *Match Official*), or assisted a *Match Official's* participation (in the case of a *Match Official Support Personnel*) in any *Match* for a period of six (06) months from the date of his/her last participation and the *PCB* shall continue to have jurisdiction over him/her under the *Code of Conduct* thereafter in respect of matters taking place prior to that point.
- 1.3** It is acknowledged that certain *Match Officials and Match Official Support Personnel* may also be subject to other rules of *PCB* that govern discipline and/or conduct (*PCT* code and *PCB* Anti Corruption Code etc.), and that the same conduct of such *Match Officials* and/or *Match Official Support Personnel* may attract the applicability of not only the *Code of Conduct* but also such other rules that may apply. For the avoidance of any doubt, *Match Officials and Match Official Support Personnel* acknowledge and agree that: (a) the *Code of Conduct* is not intended to limit the responsibilities of any *Match Official and Match Official Support Personnel* under such other rules; and (b) nothing in such other bylaws shall be capable of removing, superseding or amending in any way the jurisdiction of the *Judicial Commissioner* or *Appeal Panel* to determine matters properly arising pursuant to the *Code of Conduct*.
- 1.4** For the avoidance of doubt, the *Code of Conduct* shall not replace or in any way alter the *PCB's* ability to pursue disciplinary action against *Match Officials* or *Match Official Support Personnel* under the terms of any employment or consultancy contract with such *Match Official* or *Match Official Support Personnel* and/or pursuant to any of the *PCB's* employment policies in force from time to time.

ARTICLE 2 : CODE OF CONDUCT OFFENCES

The conduct described in Articles 2.1 – 2.4 below, if committed by a *Match Official* or *Match Official Support Personnel* at any time, whether during or in relation to a *Match* or otherwise, shall amount to an offence by such *Match Official* or *Match Official Support Personnel* under the *Code of Conduct*.

COMMENT: *Where considered helpful, guidance notes have been provided in text boxes beneath the description of a particular offence. Such notes are intended only to provide guidance as to the nature and examples of certain conduct that might be prohibited by a particular Article and should not be read as an exhaustive or limiting list of conduct prohibited by such Article.*

For the purposes of the Code of Conduct, the phrase “during a Match” should be interpreted broadly to cover all conduct which takes place at the venue on the day of a Match, and not just conduct which takes place on the field of play. It will therefore include conduct which takes place off the field of play, for example in the changing rooms or during any of the intervals in the match.

2.1	Level 1 Offences
2.1.1	Conduct that is contrary to the spirit of the game
Note:	<i>Article 2.1.1 is intended to cover all types of conduct of a minor nature that is contrary to the spirit of the game and which is not specifically and adequately</i>

	<i>covered by the specific offences set out elsewhere in this Code of Conduct. The spirit of the game may be defined by reference to the Preamble to the Laws of Cricket and involves respect for, amongst others, (a) the role of the Match Officials and (b) the game and its traditional values.</i>
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2.1.2	Conduct that brings a game into disrepute
Note:	<i>Article 2.1.2 is intended to cover all types of conduct of a minor nature that bring the game of cricket into disrepute and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct. By way of example, Article 2.1.2 may (depending upon the seriousness and context of the breach) prohibit the following: (a) public acts of misconduct; and (b) unruly public behavior.</i>

2.1.3	Public criticism of, or inappropriate comment (including via any social media platform such as, without limitation, Facebook, Twitter, YouTube, Google+, Pinterest and LinkedIn):
2.1.3.1	In relation to an incident occurring in a Match or in relation to any Player, Player Support Personnel, Match Official, Match Official Support Personnel or a team participating in a Match, or against PCB, its officials or its policies whether or not the Match Official or Match Official Support Personnel is involved in the particular Match and irrespective of when such criticism or inappropriate comment is made; or
2.1.3.2	which may be considered detrimental to the game of cricket in general.
Note:	<i>When assessing the seriousness of the breach, the context within which the criticism and/or comment has been made must be taken into account.</i>

2.1.4	Using language or a gesture that is obscene, offensive or insulting to a Player, Player Support Personnel, other Match Official or Match Official Support Personnel or any other third person (including a spectator) during a Match.
Note:	<i>Article 2.1.4 includes (a) audible swearing; and (b) obscene gestures whether or not directed at another person. When assessing the seriousness of the breach, the context of the particular situation and whether the words or gesture are likely to: (a) be regarded as obscene; (b) give offence; or (c) insult another person, must be taken into account. This offence is not intended to cover any use of language or gestures that are likely to offend another person on the basis of their race, religion, culture, colour, descent, national or ethnic origin. Such conduct is prohibited under the PCB Anti-Racism Code for Participants and must be dealt with in accordance with the procedures set out therein.</i>

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2.1.5	Abuse of any cricket equipment or clothing, ground equipment or fixtures and fittings during a Match.
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2.1.6	Failing to observe and comply at any time with the provisions of the PCB's Match Officials Dress Code and/or any dress codes in force for specific PCB Events during a Match as such may be in force from time to time in force.
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2.2	Level 2 Offences
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2.2.1	Conduct that is contrary to the spirit of the game.
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Note:	<i>Article 2.2.1 is intended to cover all types of conduct of a serious nature 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. The spirit of the game may be defined by reference to the Preamble to the Laws of Cricket and involves respect for, amongst others, (a) the role of the Match Officials and (b) the game and its traditional values. See guidance note to Article 2.1.1 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.2.1.</i>
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2.2.2	Conduct that brings the game into disrepute.
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Note:	<i>Article 2.2.2 is intended to cover all types of conduct of a serious nature 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. See guidance note to Article 2.1.2 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.2.2.</i>
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2.2.3	Serious public criticism of, or inappropriate comment (including via any social media platform such as, without limitation, Facebook, Twitter, YouTube, Google+, Pinterest and LinkedIn):
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2.2.3.1	in relation to an incident occurring in a Match or any Player, Player Support Personnel, Match Official, Match Official Support Personnel or a team participating in a Match or PCB, its officials or its policies, whether or not the Match Official or Match Official Support Personnel is involved in the particular Match and irrespective of when such criticism or inappropriate comment is made; or
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2.2.3.2	which may be considered detrimental to the game of cricket in general.
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Note:	<i>When assessing the seriousness of the breach, the context within which the criticism and/or comment has been made must be taken into account.</i>
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2.2.4	Using language or gesture(s) that is seriously obscene, seriously offensive or of a seriously insulting nature to a Player, Player Support Personnel, other Match Official or Match Official Support Personnel or any other third person (including a spectator) during a Match.
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Note:	<i>When assessing the seriousness of the breach, the Judicial Commissioner or Appeal Panel shall be required to take into account the context of the particular situation and whether the words or gesture are likely to: (a) be regarded as seriously obscene; or (b) give serious offence; or (c) seriously insult another person. This offence is not intended to cover any use of language or gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited under the PCB Anti-Racism Code for Participants.</i>
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2.2.5	Inappropriate and deliberate physical contact with a Player, Player Support Personnel, other Match Official, Match Official Support Personnel or any other person (including a spectator) in the course of play during a Match.
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Note:	<i>Cricket is a non-contact sport and, as such, inappropriate physical contact will not be tolerated.</i>
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2.2.6	Inappropriate distraction or obstruction on the field of play during a Match.
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2.2.7	Disclosing or commenting upon any alleged breach of this Code of Conduct or the PCB Code of Conduct for Players and Player Support Personnel or any hearing, report or decision arising from such a breach unless such disclosure is required under the provisions of this Code of Conduct or the PCB Code of Conduct for Players and Player Support Personnel.
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2.3	Level 3 Offences
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2.3.1	Conduct that is contrary to the spirit of the game.
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Note:	<i>Article 2.3.1 is intended to cover all types of conduct of a very serious nature 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.</i>
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	<i>See guidance note to Article 2.1.1 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.3.1.</i>
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2.3.2	Conduct that brings the game into disrepute.
Note:	<i>Article 2.3.2 is intended to cover all types of conduct of a very serious nature that bring the game of cricket into disrepute and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct. See guidance note to Article 2.1.2 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.3.2.</i>

2.3.3	Threat of assault on a Player, Player Support Personnel, other Match Official, Match Official Support Personnel or any other person (including a spectator) during a Match.
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2.4	Level 4 Offences
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2.4.1	Conduct that is contrary to the spirit of the game.
Note:	<i>Article 2.4.1 is intended to cover all types of conduct of an overwhelmingly serious nature 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. See guidance note to Article 2.1.1 for examples of conduct which may (depending upon the seriousness and context of the breach) be prohibited under Article 2.4.1.</i>

2.4.2	Conduct that brings the game into disrepute
Note:	<i>Article 2.4.2 is intended to cover all types of conduct of an overwhelmingly serious nature that bring the game of cricket into disrepute and which is not specifically and adequately covered by the specific offences set out elsewhere in this Code of Conduct. See guidance note to Article 2.1.2 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.4.2</i>

2.4.3	Physical assault on a Player, Player Support Personnel, other Match Official, Match Official Support Personnel or any other person (including a spectator) during a Match.
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2.4.4	Using or in any way being involved in the use or distribution of illegal drugs or any substances prohibited under the PCB Anti-Doping
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Rules (including, for the avoidance of doubt, recreational drugs) whether In-Competition or Out-of-Competition (as those terms are defined therein).

ARTICLE 3: REPORTING AN ALLEGED OFFENCE UNDER THE CODE OF CONDUCT

3.1 Any one of the following individuals can report an alleged offence under the *Code of Conduct* by lodging a report in the manner described in Article 3.2, below (a “**Report**”):

3.1.1 where the alleged offence was committed by an *Umpire* or *Match Official Support Personnel* during a *Match*, the *Match Referee* that was appointed to officiate in the *Match* during which the alleged offence was committed;

3.1.2 where the alleged offence was committed by a *Match Referee* during a *Match*, any *Umpire* appointed to officiate in the *Match* during which the alleged offence was committed; or

3.1.3 an authorized representative of the Cricket Association (on his/her own account or on behalf of his/her players or player support personnel) of either of the two teams participating in the *Match* during, or in relation to which, the alleged offence was committed; or

3.1.4 the *PCB’s Chief Executive Officer*.

3.2 All *Reports* must be submitted in writing to the *PCB’s Director High Performance* as soon as reasonably practicable, and in any event no later than five (5) 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*. The *Report* must be signed and dated by the person lodging the *Report*, and a copy must be provided to the *PCB Legal Department*.

3.3 There is no standard form that a *Report* must take. However, it must contain at least the following information:

3.3.1 the name of the *Match Official* or *Match Official Support Personnel* alleged to have committed the offence;

3.3.2 details of the *Match* during, or in relation to, which the offence was alleged to have been committed (if applicable);

3.3.3 details of the offence alleged to have been committed, including the date, time and location thereof, the specific offence (by reference to the relevant sub-Article in Article 2), a description of the incident and a list of any individuals who may have witnessed it; and

3.3.4 the identity of the person making the *Report*.

3.4 Where it is alleged that a *Match Official* or *Match Official Support Personnel* has committed more than one offence under the Code of Conduct during, or in relation to, a *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 that are alleged to have been committed.

ARTICLE 4 : NOTIFICATION PROCEDURES

4.1 Following receipt of a *Report*, the PCB's Director High Performance must promptly conduct a review to determine whether the *Match Official* or *Match Official Support Personnel* named in the *Report* has a case to answer. As part of this review process, the PCB's Director High Performance may conduct investigations into the activities of such *Match Official* or *Match Official Support Personnel* including issuing written demands to the *Match Official* or *Match Official Support Personnel* concerned, or any other person, requiring him/her to furnish him/her with any information that is reasonably related to the alleged offence.

4.2 The PCB's Director High Performance may also initiate an investigation on his/her own behalf where he/she reasonably suspects that a *Match Official* or *Match Official Support Personnel* has committed an offence under the Code of Conduct.

4.3 Where, following his/her review, PCB's Director High Performance determines that the *Report* does not reveal a case to answer, then the PCB's Director High Performance shall notify the person who filed the *Report* of the fact, and the matter shall not proceed any further.

4.4 Where, following his/her review, the PCB's Director High Performance determines that there is a case to answer under Article 2, then the *Match Official* or *Match Official Support Personnel* shall be sent written notice of the following, copied to the PCB and the *Match Official* or *Match Official Support Personnel* (the "**Notice of Charge**"):

4.4.1 that the *Match Official* or *Match Official Support Personnel* has a case to answer under Article 2;

4.4.2 the specific offence(s) that the *Match Official* or *Match Official Support Personnel* is alleged to have committed;

4.4.3 details of the alleged acts and/or omissions relied upon in support of the charge;

4.4.4 the range of sanctions applicable under the Code of Conduct if it is established that the *Match Official* or *Match Official Support Personnel* has committed the offence(s) charged (which shall be within the range specified in Article 7.1);

4.4.5 (where applicable) the matters relating to *Provisional Suspension* specified in Article 4.5; and

4.4.6 the matters related to responding to a *Notice of Charge* specified in Article 4.6.

4.5 *Provisional Suspension*

4.5.1 Where the PCB's Director High Performance decides to charge a *Match Official* or *Match Official Support Personnel* with an offence under the Code of Conduct, he/she shall have the discretion, in circumstances where he/she considers that the integrity of the sport could otherwise be seriously undermined, to Provisionally Suspend the *Match Official* or *Match Official Support Personnel* pending the *Judicial Commissioner's* determination of

whether he/she has committed an offence. Any decision to Provisionally Suspend the *Match Official* or *Match Official Support Personnel* will be communicated to the *Match Official* or *Match Official Support Personnel* in writing, with a copy sent to the *Match Official* or *Match Official Support Personnel* and the *PCB's Manager - Umpires and Referees*.

4.5.2 Where a full hearing under Article 5 has not been convened within one (1) month of the imposition of a *Provisional Suspension*, the *Match Official* or *Match Official Support Personnel* shall be entitled to apply to the *PCB* to lift the imposition of the *Provisional Suspension*. It shall be the burden of the *PCB's Director High Performance* to establish that there remains a risk that the integrity of the sport could be seriously undermined if the *Provisional Suspension* was lifted. The *PCB* shall have discretion to determine such application as it considers appropriate (including whether to convene a hearing or, alternatively, to determine the matter (or any part thereof) by way of written submissions alone), provided that the *Match Official* or *Match Official Support Personnel* is afforded a fair and reasonable opportunity to present evidence, address the *PCB* and present his/her case.

4.5.3 No *Match Official* or *Match Official Support Personnel* who is the subject of any *Provisional Suspension* may, during the period of any *Provisional Suspension*, officiate or otherwise participate or be involved in any capacity in any *Match* or any other kind of *Match*, function, event or activity that is authorised, organised, sanctioned, recognised or supported in any way by the *PCB*, a *Cricket Association* or any member of a *Cricket Association*.

4.6 Responding to a Notice of Charge

4.6.1 The *Match Official* or *Match Official Support Personnel* must respond to the *Notice of Charge* in writing to the *PCB's Director High Performance* within four (04) days (96 hours) of receipt of the *Notice of Charge* (or by such extended deadline as the *PCB's Director High Performance* agrees) stating whether he/she accepts or disputes the charge(s) against him/her and/or the sanction proposed, and on what basis (in summary), and, where he/she disputes the charge and/or the sanction proposed, requesting a hearing before a *Judicial Commissioner* to have the charge and (if appropriate) any sanction(s) determined.

4.6.2 Unless exceptional circumstances exist, if the *Match Official* or *Match Official Support Personnel* fails to file such written response by that deadline then he/she will be deemed to have waived his/her entitlement to have a hearing on, or make written submissions and/or adduce evidence in relation to, the charge before a *Judicial Commissioner* and the *Judicial Commissioner* shall be entitled to consider the matter without affording any opportunity to the *Match Official* or *Match Official Support Personnel* to make written submissions and/or adduce evidence.

4.6.3 Where the *Match Official* or *Match Official Support Personnel* does request a hearing in accordance with Article 4.6.1, the matter shall proceed to a hearing in accordance with Article 5.

ARTICLE 5 : THE DISCIPLINARY PROCEDURE

5.1 Where a *Match Official* or *Match Official Support Personnel* is charged with committing an offence under the Code of Conduct, and the *Match Official* or *Match Official Support Personnel* denies the allegation, and/ or disputes the sanctions to be imposed for such

offence, then the matter shall be referred to a *Judicial Commissioner* for adjudication in accordance with the procedure set down in either Article 5.3 or 5.4 (as appropriate) and Article 5.5.

5.2 As soon as reasonably possible, but in any event no later than seven (07) days after (i) receipt of the *Match Official* or *Match Official Support Personnel's* response to the *Notice of Charge*, or (ii) where no response is received and unless exceptional circumstances exist, the expiry of the period set out in Article 4.6.1 above, the *PCB* shall appoint one member to sit as the *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, where relevant and unless otherwise agreed between the parties.

5.3 Level 1 Offences and Level 2 Offences

5.3.1 Subject to the discretion of the *Judicial Commissioner* to order otherwise for good cause shown by the *Match Official* or *Match Official Support Personnel*, the hearing will take place as soon as possible (and, unless exceptional circumstances exist or where the parties agree otherwise, at the latest within fourteen (14) days of receipt by the *Match Official* or *Match Official Support Personnel* of the *Notice of Charge*).

5.3.2 The provisions of Article 5.5 below shall apply.

5.4 Level 3 Offences and Level 4 Offences

5.4.1 The *Judicial Commissioner* shall convene a preliminary hearing with the individual lodging the *Report* (the Complainant) and his/her legal representatives, together with the *Match Official* or *Match Official Support Personnel* and his/her legal representatives (if any). The preliminary hearing should take place as soon as possible by telephone conference call unless the *Judicial Commissioner* determines otherwise. The non-participation, without compelling justification, of the *Match Official* or *Match Official Support Personnel* or his/her representative at the preliminary hearing, after proper notice of the preliminary hearing has been provided, shall not prevent the *Judicial Commissioner* from proceeding with the preliminary hearing, whether or not any written submissions are made on behalf of the *Match Official* or *Match Official Support Personnel*. Where the initial *Report* was lodged by someone other than the individual described in Article 3.1.4, the *PCB* will be notified and invited to participate in any such preliminary hearing convened by the *Judicial Commissioner* through its representative.

5.4.2 The purpose of the preliminary hearing shall be to allow the *Judicial Commissioner* to address any preliminary issues that need to be resolved prior to the hearing date. In particular (but without limitation), the *Judicial Commissioner* shall:

5.4.2.1 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 twenty-eight (28) days after the receipt by the *Match Official* or *Match Official Support Personnel* of the *Notice of Charge*.

5.4.2.2 establish dates reasonably in advance of the date of the full hearing by which:

a) the Complainant shall submit an opening brief with argument on all issues that the Complainant wishes to raise at the hearing and a list of the witnesses that the Complainant 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 Complainant intends to introduce at the hearing;

b) the *Match Official* or *Match Official Support Personnel* shall submit an answering brief, addressing the Complainant'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 Complainant may (at his/her discretion) submit a reply brief, responding to the answering brief of the *Match Official* or *Match Official Support Personnel* and listing any rebuttal witnesses that the Complainant 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 Complainant intends to introduce at the hearing; and

5.4.2.3 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.

5.4.3 The provisions of Article 5.5 below shall apply.

5.5 All Offences

5.5.1 Subject to the discretion of the *Judicial Commissioner* to order otherwise for good cause shown by either party, or if otherwise agreed between the parties, hearings before the *Judicial Commissioner* shall take place at the *PCB*'s headquarters in Gaddafi Stadium, Lahore or at any other place as decided by the *PCB*.

5.5.2 The procedure followed at the hearing (including whether to convene a hearing in person or via telephone or video conference or, alternatively, to determine the matter (or any part thereof) by way of written submissions alone) shall be at the discretion of the *Judicial Commissioner*, provided that the hearing is conducted in a manner which offers the *Match Official* or *Match Official 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.

5.5.3 The hearing before the *Judicial Commissioner* shall be in English or Urdu, 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 *PCB* shall make arrangements to have the hearing recorded or transcribed. If requested by the *Match Official* or *Match Official Support Personnel*, the *PCB* shall also arrange for an interpreter to attend the hearing. Such costs of transcription and interpretation shall be paid by the *PCB*.

5.5.4 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.

5.5.5 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Judicial Commissioner*: (a) the *Match Official* or *Match Official Support Personnel* who has been charged with the alleged offence; (b) the person who lodged the *Report* (or, in the case of the *PCB's Chief Executive Officer*, his/her representative/nominee); and (c) a representative of the *PCB's* Legal Department. Where any such individual has a compelling justification for his/her non-attendance in person at the hearing, then they shall be given the opportunity to participate in the hearing before the *Judicial Commissioner* by telephone or video conference (if available).

5.5.6 Each of the individuals described in Article 5.5.5(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 Complainant is an *Umpire* or *Match Referee* that officiated in the *Match* in question or the *PCB's Chief Executive Officer*, 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 *PCB's* Legal Department.

5.5.7 The non-attendance of the *Match Official* or *Match Official 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.

5.5.8 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.

5.5.9 Alternatively, at the end of a hearing:

5.5.9.1 where the hearing solely dealt with the issue of the appropriate sanction(s) to be imposed in light of the *Match Official* or *Match Official Support Personnel's* admission that he/she committed the offence with which he/she was charged: 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 *Match Official* or *Match Official Support Personnel's* admission that he/she had committed a Code of Conduct offence and announce his/her decision in writing, with reasons, setting out: (a) what sanctions, if any, are to be imposed (including any fine and/or period of suspension); (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.

5.5.9.2 where the hearing considered both the issue of whether an offence had been committed and, if so, the appropriate sanction(s) to be imposed (or where the *Match Official* or *Match Official 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 a Code of Conduct offence has been committed; b) where the *Judicial Commissioner*

determines that a Code of Conduct offence has been committed, the *Match Official* or *Match Official 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 seven (07) days thereafter), the *Judicial Commissioner* will announce his/her decision in writing, with reasons, setting out: (a) the finding as to whether a Code of Conduct offence had been committed; (b) what sanctions, if any, are to be imposed (including any fine and/or period of suspension); (c) the date that any period of suspension shall come into force and effect; and (d) any rights of appeal that may exist pursuant to Article 8.

5.5.10 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 5.5.9.

5.5.11 The *Judicial Commissioner* shall have the power to order some or all of the costs of the disciplinary proceedings (including, where applicable, the costs of holding the hearing, the legal and/or travel/accommodation costs of the *Judicial Commissioner* and/ or any other relevant party) to be paid by one party if it considers that such party has acted spuriously, frivolously or otherwise in bad faith.

5.5.12 A copy of the written reasoned decision will be provided to the *Match Official* or *Match Official Support Personnel*, the Complainant and the *PCB's Manager - Umpires and Referees*.

5.5.13 Subject only to the rights of appeal under Article 8, the *Judicial Commissioner's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

5.6 Notwithstanding any of the other provisions of the Code of Conduct, at any time during the proceedings it shall be open to a *Match Official* or *Match Official Support Personnel* charged with breach(es) of the Code of Conduct to admit the breach(es) charged, whether or not in exchange for an agreement with the *PCB* on the appropriate sanction to be imposed upon him/her in order to avoid the need for a hearing before the *Judicial Commissioner*. Any such discussions between the *PCB* and the *Match Official* or *Match Official Support Personnel* shall take place on a “without prejudice” basis and in such a manner that they shall not delay or in any way interfere with the proceedings. Any resulting agreement shall be evidenced in writing, signed by both the *PCB* and the *Match Official* or *Match Official Support Personnel*, and shall set out the sanction imposed on the *Match Official* or *Match Official Support Personnel* for his/her breach of the Code of Conduct (the “**Agreed Sanction**”). In determining the *Agreed Sanction*, the *PCB* will have due regard to the range of sanctions set out in Article 7.1 for the offence(s) in question, but it shall not be bound to impose a sanction within that range where it reasonably considers (at its absolute discretion) that there is good reason to depart there from. Upon receipt of the *Agreed Sanction*, the *Judicial Commissioner* shall discontinue the proceedings on the terms thereof without the need for any further hearing. Instead, the *PCB* will issue a public announcement confirming the *Match Official* or *Match Official Support Personnel's* admission of the offence(s) charged and the imposition of the *Agreed Sanction*. Before making that public announcement, the *PCB* will provide notice of it to the *Match Official* or *Match Official Support Personnel*.

General Principles of Procedure

- 5.7** 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 Code of Conduct, then the *Match Official* or *Match Official 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 *PCB's Chief Executive Officer*, 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).
- 5.8** Where two or more *Match Officials* or *Match Official Support Personnel* are alleged to have committed offences under the Code of Conduct, 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.
- 5.9** Where a *Match Official* or *Match Official Support Personnel* is alleged to have committed more than one breach of the Code of Conduct during, or in relation to the same *Match*, then all of the alleged offences may be dealt with at the same hearing.
- 5.10** Any failure or refusal by any *Match Official* or *Match Official Support Personnel* to provide assistance to the *PCB Director High Performance* during any investigations he conducts and/or a *Judicial Commissioner* in connection with any charge made pursuant to this Code of Conduct may constitute a separate offence (depending upon the seriousness and context of such failure or refusal) under Articles 2.1.2, 2.2.2, 2.3.2 or 2.4.2 of the Code of Conduct.
- 5.11** 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 *PCB* shall have the discretion to appoint another member (who shall have had no prior involvement with the case and shall not, where relevant and unless otherwise agreed between the parties, as a replacement to the *Judicial Commissioner* and all of the remaining procedure will apply accordingly.
- 5.12** The *PCB* will issue a public announcement regarding any decision of the *Judicial Commissioner* made under the Code of Conduct, 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 Code of Conduct 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 publicly confirming the date of the hearing, the offence that is alleged to have been committed and/or the name of the *Match Official* or *Match Official Support Personnel* charged.

ARTICLE 6: STANDARDS OF PROOF AND EVIDENCE

- 6.1** Unless otherwise described herein, the standard of proof in all cases brought under the Code of Conduct shall be whether the *Judicial Commissioner* is comfortably satisfied that the

alleged offence has been committed, bearing in mind the seriousness of the allegation that is made. This standard of proof in all cases shall be determine on a sliding scale from, at a minimum, a mere balance of probability (for the least serious offences) up to proof beyond reasonable doubt (for the most serious offences).

- 6.2 The *Judicial Commissioner* shall not be bound by judicial rules governing the admissibility of evidence. Instead, facts relating to an offence committed under the Code of Conduct may be established by any reliable means, including admissions.
- 6.3 The *Judicial Commissioner* may draw an inference adverse to the *Match Official* or *Match Official Support Personnel* who is asserted to have committed an offence under the Code of Conduct 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 ON MATCH OFFICIALS AND MATCH OFFICIAL SUPPORT PERSONNEL

7.1 Where a *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 *Match Official* or *Match Official Support Personnel* in accordance with the following table:

LEVEL OF OFFENCE	RANGE OF PERMISSIBLE SANCTIONS
Level 1	Warning/reprimand and/or imposition of suspension of up to two (2) Matches.
Level 2	The imposition of suspension of up to five (5) Matches.
Level 3	A suspension for a period of up to twelve (12) months during which period such Match Official or Match Official Support Personnel shall not officiate or otherwise participate in any Match.
Level 4	A suspension for a period of up to a lifetime during which period such Match Official or Match Official Support Personnel shall not officiate or otherwise participate in a Match.

7.2 In deciding what sanction to impose on a *Match Official* or *Match Official Support Personnel* for a breach of the Code of Conduct, the *Judicial Commissioner* shall have regard to:

7.2.1 the character of the *Match Official* or *Match Official Support Personnel*;

7.2.2 the level at which the *Match Official* or *Match Official Support Personnel* is contracted to officiate and the level of remuneration that such appointment affords to him/her;

7.2.3 the nature of the action on the part of the *Match Official* or *Match Official Support Personnel* giving rise to the breach of the Code of Conduct;

7.2.4 any previous offences committed by the *Match Official* or *Match Official Support Personnel* under the Code of Conduct; and

7.2.5 any other circumstances of the case which may seem to the *Judicial Commissioner* relevant to the imposition of a sanction.

7.3 For the avoidance of any doubt:

7.3.1 the *Judicial Commissioner* will have no jurisdiction to adjust, reverse or amend the results of any *Match*;

7.3.2 where a *Match Official* or *Match Official 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 is sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);

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

7.3.4 if a *Judicial Commissioner* imposes a suspension on a *Match Official* or *Match Official Support Personnel*, that *Match Official* or *Match Official Support Personnel* shall not be permitted, during the period of such suspension, to officiate or otherwise participate or be involved in any capacity in any *Match* or any other kind of *Match*, function, event or activity that is authorized, organized, sanctioned, recognized or supported in any way by the *PCB*, a *Cricket Association*, or any member of a *Cricket Association*. Further, any payments owed to such *Match Official* or *Match Official Support Personnel* under any contract or consultancy agreement he/she has entered into with the *PCB* during the period of the suspension shall be withheld for the duration of the period of the suspension, including payments due under the *Match Official* or *Match Official Support Personnel's* retainer with the *PCB* (if any); and

7.3.5 where a fine and/or costs award is imposed against a *Match Official* or *Match Official Support Personnel*, then such fine and/or costs award must be paid within one month of the date on which the *Match Official* or *Match Official Support Personnel* is notified of the *Judicial Commissioner's* decision. Where a *Match Official* or *Match Official Support Personnel* fails to pay such fine within the relevant period, he/she shall not be eligible for appointment as a *Match Official* or *Match Official Support Personnel* by the *PCB* or any *Cricket Association* until such time as the fine has been paid in full.

ARTICLE 8: APPEALS

- 8.1 Decisions made under the Code of Conduct by a *Judicial Commissioner* may be challenged solely by appeal as set out in this Article 8. Such decision shall remain in effect while under appeal unless any properly convened *Appeal Panel* orders otherwise.
- 8.2 The only parties who may appeal a decision shall be: (a) the *Match Official* or *Match Official Support Personnel* found guilty of the offence; and (b) the *PCB's Chief Executive Officer*.
- 8.3 Any notice to appeal under this Article must be lodged with the PCB Legal Department within seven (7) days of receipt of the written decision of the *Judicial Commissioner*. Thereafter, the following will apply:

8.3.1 Within seven (07) days of receipt of a notice to appeal: (a) the *PCB* will send the appeal to Chairman of the Appeal Panel who shall determine (after receiving written submissions on the matter by all relevant parties) whether the matter will be heard solely by him or by a panel of three members each of whom must have had no prior involvement with the case and shall not, where relevant and unless otherwise agreed between the parties to sit as the *Appeal Panel* to hear the appeal.

8.3.2 The provisions of Articles 5.5, 5.6 and 5.7, applicable to proceedings before the *Judicial Commissioner*, shall apply *mutatis mutandis* (i.e. with changes deemed to have been made as required to reflect the different context) to appeal hearings before the *Appeal Panel*.

8.3.3 The *Appeal Panel* shall hear and determine all issues, including whether or not the appeal shall be heard on a de novo basis in the interests of furthering the principles of natural justice. For the avoidance of doubt, the *Appeal Panel* shall have the power to increase or decrease, amend or otherwise substitute a new decision on the appropriateness (or otherwise) of the sanction imposed at first instance, provided that any new sanction must be within the permitted range of sanctions set out in Article 7.1.

8.3.4 Appeal hearings pursuant to this Article 8 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than thirty (30) days after the appointment of the *Appeal Panel*.

8.3.5 The *Appeal Panel* shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, any interpretation costs, the legal and/or travel/accommodation costs of the *Appeal Panel* and/or any other relevant parties) to be paid by the appealing party if it considers that such party has acted, spuriously, frivolously or otherwise in bad faith.

8.3.6 Any decision made by the *Appeal Panel* under this Article 8, shall be the full, final and complete disposition of the matter and will be binding on all parties.

8.4 No appeal in relation to an accepted sanction

For the avoidance of doubt, where a *Match Official* or *Match Official Support Personnel* admits the offence charged and accedes to the proposed sanction specified in the *Notice of Charge* in accordance with Article 4.6.1 or enters into an *Agreed Sanction* pursuant to Article 5.6, the *Match Official* or *Match Official Support Personnel* waives his/her right to any appeal against the imposition of such a sanction.

ARTICLE 9: RECOGNITION OF DECISIONS

Any hearing results or other final adjudications under the Code of Conduct shall be recognized and respected by the Cricket Associations upon receipt of notice of the same, without the need for any further formality. PCB shall take all steps legally available to it to enforce and give effect to such decisions.

ARTICLE 10 : AMENDMENTS AND INTERPRETATION OF THE CODE OF CONDUCT

- 10.1 The *Code of Conduct* may be amended from time to time by the Board of Governors (BOG) of the PCB, with such amendments coming into effect on the date specified by the PCB.
- 10.2 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.
- 10.3 The Code of Conduct shall come into full force and effect on **13th October 2020** (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 Legal lex by the hearing panel determining the case.
- 10.4 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.

APPENDIX 1 - DEFINITIONS

Agreed Sanction. As defined in Article 5.6.

Appeal Panel. A panel constituted by the PCB Chairman to perform the functions assigned to the *Appeal Panel* under the *PCB Code of Conduct*, one of whom shall be appointed from amongst the panel of independent adjudicators maintained by PCB and shall act as chairperson of the *Appeal Panel* and the remaining two shall be appointed from amongst former referees and former cricketers (depending on the nature of the offence). Each member of the *Appeal Panel* shall be independent of the PCB, which may provide reasonable compensation and reimbursement of expenses to such members, as and when their services are utilized for the purposes of disciplinary proceedings under the *Code of Conduct*.

Cricket Association. A Cricket Association shall have the same meaning as ascribed to the term under the PCB Constitution.

Effective Date. As defined in Article 10.3.

Judicial Commissioner. The independent person appointed by the *PCB* from amongst *PCB's* Panel of Independent Adjudicators, to perform the functions assigned to the *Judicial Commissioner* under the Code of Conduct.

Level 1 Offence. Any offence charged at Level 1.

Level 2 Offence. Any offence charged at Level 2.

Level 3 Offence. Any offence charged at Level 3.

Level 4 Offence. Any offence charged at Level 4.

atch. A cricket match of any format and duration in length played between representative teams of Cricket Teams, including each of the following (in men's and women's cricket): (a) any More than one day duration match, One Day Match or Twenty20 Match; (b) any Match played as part of a PCB Event or Tournament; (c) any Match played between representative sides of any Cricket Team at Under 19 level or above; or (d) any other Match organised under the aegis of PCB or sanctioned by the PCB from time to time to which the PCB deems it appropriate that the Code of Conduct should apply

Match Official. Any *Umpire* or *Match Referee*.

Match Official Support Personnel. Any technical officials (for example, and without limitation, any official with responsibility for operating the communication equipment for *Match Officials* during a *Match*) or umpire coaches appointed (by the *PCB*) to support the *Match Officials* in their appointments to any *Match*.

Match Referee. The independent person appointed by the *PCB* (or any other relevant party) to carry out the function of the official match referee, tournament referee and/or remote referee for a designated Domestic *Match*, whether such *Match Referee* carries out his/her functions remotely or otherwise.

Notice of Charge. As defined in Article 4.4.

PCB. The Pakistan Cricket Board or its designee.

PCB Anti-Racism Code for Participants. The PCB's Anti-Racism Code for Participants, in force from time to time.

PCB Anti-Corruption Code for Participants. The PCB's Anti-Corruption Code for Participants, in force from time to time.

PCB Anti-Doping Rules. The PCB's Anti-Doping Rules, in force from time to time.

PCB's Chief Executive Officer. The person appointed by the PCB from time to time to act as the PCB's Chief Executive Officer (or his/her designee).

PCB Code of Conduct Commission. An official disciplinary committee of the PCB established, amongst other things, to enquire into conduct which is prejudicial to the interests of the game of cricket. Each member of the *PCB Code of Conduct Commission* shall be independent of the PCB, which may provide reasonable compensation and reimbursement of expenses to such members as and when their services are required.

PCB Code of Conduct for Players and Player Support Personnel. The PCB's Code of Conduct for *Players* and *Player Support Personnel*, in force from time to time.

PCB Events. All cricket tournaments and/or any other event organized under the aegis of or sanctioned by the PCB from time to time to which the PCB deems it appropriate that the *Code of Conduct* should apply. *The Code of Conduct* shall apply for the "support period" of the relevant *PCB Tournament* (as such term is defined by the PCB in respect of each PCB Tournament).

PCB's Director High Performance. The person appointed by the PCB from time to time to act as the Director High Performance Operations of PCB (or his/her designee).

PCB's Match Officials Dress Code. The PCB's *Match Officials Dress Code*, in force from time to time.

PCB's Manager - Umpires and Referees. The person appointed by the PCB from time to time to act as the PCB's *Manager - Umpires and Referees* (or his/her designee).

PCT Code. The agreed set of core values in force from time to time which all *Match Officials* and *Match Official Support Personnel* are required to operate in accordance with in pursuance of their duties as *Match Officials* and *Match Official Support Personnel*, the current version of which is attached at Appendix 2.

Player. Any cricketer who is selected in any playing or touring team or squad that is chosen to represent a *National Cricket Federation* in any *Match* or tournament.

Player Support Personnel. Any coach, trainer, manager, selector, team official, doctor, physiotherapist or any other person employed by, representing or otherwise affiliated to a playing/touring team or squad that is chosen to represent a *Cricket Association* in any *Match* or tournament.

Provisional Suspension. shall mean that the *Match Official* or *Match Official Support Personnel* is temporarily barred from officiating or otherwise participating or being involved in any capacity in any *Match*, function, event or activity that is authorized, organized, sanctioned,

recognized or supported in any way by the *PCB*, a *Cricket Association* or any member of a *Cricket Association* pending a decision on the allegation that he/she has committed an offence under the Code of Conduct, as set out more specifically in Article 4.5.

Report. As defined in Article 3.1.

Umpire. Any umpire (including any on-field umpire, television umpire, third or fourth umpire) appointed (by the *PCB*) to officiate in a *Match*.

APPENDIX 2 - PCT CODE

LEADERSHIP
ACCOUNTABILITY
ENJOYMENT
PRIDE
RESPECT
TRUST
INTEGRITY

Be professional - live the team code