



CODE OF CONDUCT



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This Code of Conduct is designed to encourage the fair and ethical treatment of all persons associated with the Mount Maunganui Cricket Club, (MMCC)

MMCC expects that all club members, players, coaches, administrators, employees, service providers and supporters abide by the MMCC Code of Conduct and acknowledge that any breach of the Code of Conduct, or any part of it, may result in disciplinary action.

MMCC has an expectation of its members to:

- **Conduct themselves with fairness, respect and honesty.**
- **Reject any form of discrimination, harassment or abuse.**
- **Create an environment where personal responsibility is taken for mistakes, forgiveness is offered and learning is fostered.**
- **Behave with dignity and respect in both victory and defeat**
- **Encourage teammates to live up to these club values.**

[In Further Detail:](#)

All members of the MMCC will:

- **Respect the rights, dignity and worth of others**

- Be fair, considerate, and honest in all dealings with others.
- Be professional in, and accept responsibility for, your actions.
- Refrain from any form of abuse towards others.
- Ensure language, presentation, manner and punctuality reflect high standards.
- Refrain from any form of victimisation, harassment, or discrimination
- Reject corruption, drugs, racism, violence and other dangers to our sport and club.
- Provide a safe environment for the conduct of activity in accordance with relevant MMCC policies.
- Comply with all MMCC policies
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Make a commitment to providing quality service and performance.
- Promote the interests of cricket.
- Operate within the Constitution, Regulations, Policies and Procedures of MMCC
- Never act in a way that may bring disrepute or disgrace to MMCC, its stakeholders and/or its sponsors, potential sponsors and/or partners.

Players will:

- Play to the best of their ability but play fair
- Never argue with or verbally abuse an official or player umpire.
- Observe the Laws of the Game.
- Accept defeat with dignity.
- Conduct themselves in a sportsman-like manner and respect fellow players,

coaches, managers and umpires and the achievements of opponents.

- Not bully or take an unfair advantage over another competitor.
- Cooperate with their coach, manager, teammates and opponents.
- When there are no neutral umpires, a batsman must walk if he is in no doubt that he has been dismissed fairly.

Section for Parents/Guardians

The MMCC is trying to ensure that your child's time with the club will be both rewarding and fulfilling. The club, therefore, promotes and encourages the following codes of conduct for parents and guardians of all junior members and visitors.

All Parents/ Guardians will:

- Agree to abide by the Code of Conduct.
- Remember that children participate in sport for their enjoyment, not the parents.
- Encourage children to participate and not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to compete according to the rules and to settle disagreements without resorting to hostility or violence.
- Remember that children learn best by example.
- Keep all comments about your own child or other children positive.
- Encourage players with positive language even/especially when mistakes are made.
- Allow coaching to happen on field rather than be shouted from the boundary.

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- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for coaches, officials and administrator
- Help your child to recognise good performance, not just results
- Set a good example by recognising fair play and applauding the good performance of all.
- Never punish or belittle a child for losing or making mistakes.
- Support your Child's involvement and help them enjoy their sport.
- Use correct and proper language at all times.

The MMCC is fully committed to safeguarding and promoting the wellbeing of all its members. The club believes that it is important that members, coaches, administrators and parents associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, junior club members and parents are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club to the Club President.

Section for Club Officials, Committee Members, and Governance Group Members

Our aim is to provide a great cricket experience in Mount Maunganui.

This section of the Code of Conduct applies to those of us representing Mount Maunganui Cricket in any official role, including as a member of a Club Committee or Group. It encompasses all levels of Senior and Junior cricket.

Part A: General Standards

1. *Overall:* we are involved in cricket because we love the game. In that spirit, in all our actions and behaviours we:
 - a. Show respect for each other.

- b. Co-operate.
 - c. Take personal responsibility.
 - d. Aim to provide a great cricketing experience for all.
2. *The gift of time*: we are all volunteers. We need to treat each other's time commitment with the utmost respect.
 3. *Decision making*: we should make every effort to ensure that all policy and decisions promote a fair outcome. Our decisions should also be consistent with our wider cricketing environment.
 4. *Representation*: we must only represent Mount Maunganui Cricket with external parties, the media, or on social media if we have the authority to do so
 5. *Conflicts of interest*: we each have interests and biases in the game of cricket. And we also have outside lives. Any perceived conflicts of interest should be appropriately and openly declared in Committee meetings, or where most applicable. Perceived conflicts of interest can be fluid and do change over time, so should be regularly considered.
 6. *Working together*: we need to be ready to seek advice from others on the best way to complete a particular task, or to ask for help if we are short of time due to other commitments.
 7. *Communication and behaviour*: we communicate with respect in-person and electronically. We have zero tolerance for abusive behaviour, bullying, or any similar tactics.
 8. *Set the standard*: we need to uphold all Club policies and Code of Conduct ourselves. We help to set the standard of behaviour and performance for Mount Maunganui Cricket.

Part B: Meeting guidelines and expectations

Representatives are volunteers. We are often juggling many responsibilities in and out of cricket. Therefore, meetings should be conducted appropriately, informally where possible, and in ways that enable people across the Club to participate.

To achieve this, we undertake to meet the following standards in meetings:

1. We will behave in a respectful manner with each other, and with everyone involved in Mount Maunganui and the wider Western Bay of Plenty Cricket community.

2. We will raise and discuss issues in an objective manner – no personal reference, innuendo, or similar will be made to any those associated with the topic under consideration.
3. At times we will find ourselves discussing matters that are controversial, and/or where the facts may be in dispute. In these discussions we will demonstrate care and respect for the parties involved.
4. We might not always agree with each other 100%. But once consensus has been agreed upon, we will act consistently with what is agreed by the Club and by our Committee meetings. We will demonstrate collective responsibility.
5. We will uphold high standards of behaviour. And we will each challenge departures from agreed values and standards.

BREACHES OF THE CODE OF CONDUCT MMCC

Complaints Process

Any breach of this code can be reported in the first instance to the captain/coach or manager of the team involved.

Who can make a complaint:

In the event of a breach of the MMCC Code of Conduct there is a clear process to follow to report this or make a complaint. Any player, coach, parent, spectator or involved stakeholder, including members of the public, may make a complaint.

How can a complaint be made:

In the first instance the complainant should seek to notify captain of a senior men's cricket team, or the coach/manager of a junior cricket team. We would hope that most instances of errant behaviour on a cricket field could be addressed at the time and conflict resolved with a calm and courageous conversation by taking an education based, restorative approach.

If the incident requires escalation from this point, the captain/ coach/manager is obliged to advise the complainant how to access the MMCC code of conducts complaints portal.

The link to this can be found here; <https://forms.gle/sjyktroWwE4ehvyZA>

and also on the MMCC web page:

<https://mountmaunganicricketclub.co.nz/code-of-conduct>

At this point the captain/coach/manager must notify their operations committee.

Any complainant can also go directly to the complaints portal if they are not comfortable discussing this with the captain coach manager.

When should a complaint occur:

Complaints should be made within 48 hours of the inciting incident, or becoming aware of the incident, or as soon as practicably possible.

The person who has allegedly breached the code of conduct can expect to be notified within 48 hours of receiving a complaint and at least 48 hours before any hearing.

What will happen after a complaint is made:

Following submission of a complaint through the official MMCC complaint portal the following people will be automatically notified of this complaint. Senior Committee President, Junior Committee President, Club Captain, Chair of the independent disciplinary panel.

If the complaint can be handled by the appropriate operational committee it will be. If there is a conflict here, e.g.: the complaint concerns a teammate, or another committee member or if the operational committee deems it to be a very serious

breach of the code of conduct, then the operational committee is empowered to escalate the complaint to the appropriate forum.

In the first instance this would be a disciplinary sub-committee. This committee will be elected/confirmed annually at the Club AGM and is made-up of three non-playing club members. This committee may second a member of the non-involved operational committee if fewer than three subcommittee members are available. For example, if the complaint was against a senior club member a member of the junior operational committee could be seconded.

If necessary, the subcommittee can recommend further escalation to WBOPCA, BOPCA, NDCA disciplinary processes. Or in extreme circumstances can recommend NZ police involvement.

What sanctions occur for a breach of the code of conduct:

In deciding how to impose sanctions, the appropriate committee will follow the process, timelines, definition and sanction guidelines laid down in section 16 of the BOPCA competition bylaws. (Link to be added once this document has been finalised by BOPCA) Or the WBOPCA competition bylaws

<https://docs.google.com/document/d/1qhwlvLSYagcfvkFJNvKPvwsH5wITQUZNhfsT5wwkQQ0/edit>

If the breach is not covered here then the subcommittee may refer to NZC code of conduct document or the MCC spirit of cricket document.

The sub committee reserves the right to consult with the NDCA judicial panel over previous precedents in any code of conduct breach within the NDCA area.

The subcommittee reserves the right to stand the player down during investigations.

Subcommittee acknowledges that MMCC precedent will develop over time.