



I. Code of Conduct for Members / Match Officials

II. Code of Ethics for Members

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1. Code of Conduct

- 1.1** Officials¹ shall not make any public pronouncement or media comment which is detrimental to:
- (a) the game of cricket in general, especially in Switzerland, or
 - (b) any particular tour, tournament or match(es) between Switzerland and any other European Cricket Council (ECC) member countries in which any such Official is involved, or
 - (c) any tour, tournament or match(es) between ECC member countries which is taking place; or
 - (d) relations between the Cricket Authority of an ECC member country and the Cricket Authority of any other ECC member country; or
 - (e) relations between the Cricket Authority of any ECC member country and the Cricket Authority of any other ECC member country or with the ECC itself.
- 1.2** Officials shall not disclose or comment upon any alleged breach of this Code, the ICC Umpires Code of Conduct or the ICC General Code of Conduct or any hearing, report or decision arising from such a breach unless such disclosure is required under the provisions of this Code, the ICC Umpires Code of Conduct or the ICC General Code of Conduct.
- 1.3** Officials shall not engage, directly or indirectly, in betting or any other conduct as described in the Appendix.
- 1.4** Officials shall not use or in any way be concerned in the use or distribution of illegal drugs.
- 1.5** Officials shall at all times observe and comply with the provisions of any Regulation of the ICC or ECC which applies to them.
- 1.6** Officials shall not engage in any conduct prejudicial to the interests of the game of cricket.

2. Application of the Code

Any alleged breach of this Code shall be dealt with by the Swiss Federation Of Cricket Umpires & Scorers Executive Committee.

1. Officials are either Umpires and/or Scorers who are members of the Swiss Federation Of Cricket Umpires & Scorers (swissFOCUS or sFOCUS)

3.Procedure for Dealing with Disciplinary Matters

3.1 Reports

3.1.1 Eligibility to lodge a Report

An alleged breach of this Code by an sFOCUS Official may be reported by:

- (i) the Match or Tournament Referee;
- (ii) the Team Manager (in his own right or on behalf of any of his players) of one of the teams playing in the match or ODI in relation to which such breach is alleged to have occurred;
- (iii) the chief executive officer of a Cricket Authority whose ECC member country was represented by one of the cricket teams playing in the match or ODI in relation to which such breach is alleged to have occurred;
- (iv) the ICC or ECC Chief Executives; or
- (v) any swissFOCUS executive member.

3.1.2 Report must be Lodged

If any person eligible to lodge a report becomes aware of any alleged breach of the Code by an Official, he/she shall report the alleged breach in writing to the Chair of sFOCUS as soon as possible and, forthwith upon the receipt of such written report, the Chair of sFOCUS shall be responsible for informing the rest of the sFOCUS Executive Committee of its contents.

3.2 Hearings by the ICC Code of Conduct Commission

If an Official is reported for an alleged breach of Clause 1.3, the ICC Chief Executive shall be responsible for informing the Chairman of the ICC Code of Conduct Commission of the report's contents and any investigation shall be conducted in accordance with the Commission's Terms of Reference and not by the Home Board.

3.3 Hearings by the Home Board

3.3.1 A hearing of any alleged breach of the Code shall be arranged by the Home Board as soon as possible and practical after the Home Board has been informed by the ICC Chief Executive of the contents of the report of the alleged breach. Notice of the hearing shall be given by the Home Board to the Official concerned and the Home Board shall send him a copy of the said report. If the Official shall elect to have a legal representative appear on his behalf at the hearing, he shall forthwith notify the Home Board of his decision and the name of his legal representative. If the Official fails to do so, such legal representative may only appear on the Official's behalf at the sole and absolute discretion of the Chairman who shall require a good reason for such failure on the part of the Official.

3.3.2 The hearing should be attended by the Official against whom the alleged breach has been made, by any legal representative instructed by the Official to appear on his behalf and by any eligible person who shall have lodged a report with the ICC Chief Executive in relation to such breach, none of whom may be denied the right to appear at the hearing. The hearing may also be attended by a representative of ICC and by the Chief Executive Officer of the Home Board and by any other duly appointed representative of the Home Board, including a legal representative instructed by the Home Board to appear on its behalf. If the Official against whom the alleged breach is made fails to attend at the time and place fixed for the hearing, reasonable notice of which shall have been duly given to him, the hearing may be conducted in his absence. The Home Board shall appoint an individual to preside at the hearing as the Chairman, to decide whether or not a breach has occurred and, if so, to determine what penalty should be imposed.

3.3.3 The Chairman shall allow the Official concerned to present evidence, either oral or written, in support. The Chairman may, at his discretion, call such witnesses as may be necessary.

3.3.4 In hearing evidence of the alleged breach of the Code and in deciding what action should be taken in relation thereto, the Chairman shall have due regard to the principles of natural justice, guidelines on which appear as an appendix to the ICC Code of

Conduct, and to the need to ensure a fair and prompt determination of the alleged breach.

- 3.3.5 The Home Board shall always have the right to investigate any incident which, in its opinion, may give rise to a breach of the Code, irrespective of whether or not a report in relation thereto has been lodged with the ICC Chief Executive; and, if it decides to hold a hearing in relation thereto, it shall, as soon as possible, notify in writing the Official in respect of whom an alleged breach of the Code has been made of the Home Board's decision and of the circumstances giving rise to the alleged breach and shall send a copy of the said notice to the ICC Chief Executive.

3.4 Decision

3.4.1 The Chairman's decision is final.

3.4.2 As soon as possible after the Chairman has arrived at his decision, he shall inform the chief executive officer of the Home Board and the Official concerned of his decision.

3.4.3 The chief executive officer of the Home Board shall announce the decision of the Chairman to the news media.

3.4.4 The Chairman and the Home Board shall not discuss or comment upon the Chairman's decision at any time save with the express authority in writing of the ICC Chief Executive.

3.5 Penalties

3.5.1 In the event that, after a hearing under the Code, the Chairman decides on a balance of probability that an Official is in breach of the Code, the Chairman may, in his absolute discretion impose any penalty by way of reprimand and/or fine and/or suspension, including power to suspend a fine or a suspension for a period not exceeding one year.

3.5.2 In deciding what penalty to impose on an Official for a breach of the Code, the Chairman shall have regard to:-

The character of that Official

The nature of the action on the part of that Official giving rise to the breach of the Code; and

Any other circumstances of the case which may seem to the Chairman relevant to the imposition of a penalty.

3.5.3 The Home Board shall co-operate with the Chairman in ensuring that a penalty imposed on any such Official by way of suspension is carried into full force and effect and the Home Board is hereby authorised under the Code to take all necessary steps to enforce such suspension.

3.5.4 In the event that the Chairman shall decide to impose a fine on an Official, the fine shall be paid by the Official on whom it is imposed within one calendar month of the date on which he is notified of the Chairman's decision. In this respect, the ICC Chief Executive shall arrange with the Home Board for the fine to be paid by the Official concerned to the Home Board who will, in turn, forward it to ICC. Any Official failing to pay such fine to the Home Board within the said period shall not, until such time as the fine has been paid, be eligible for appointment as an Official by ICC or by the Home Board for any international or national team fixture under the control of the Home Board.

3.5.5 In the event that the Chairman exercises his power to suspend any fine or suspension on an Official who is subsequently found to be in further breach of the Code during the period of suspension, the original penalty will automatically be imposed. The Chairman of the hearing of the subsequent breach may impose a penalty in respect of such further breach.

4.Records

The Home Board shall supply ICC with a copy of all hearings conducted by it under the Code and ICC shall be responsible for keeping copies of all reports and of all hearings.

5. General

- 5.1** If there shall be any conflict between the provisions of the Code and the provisions of any code of conduct or similar regulation issued by any Cricket Authority, the provisions of the Code shall prevail and shall override any such code of conduct.
- 5.2** It shall be an implied condition in any contract, agreement, understanding or arrangement involving a Cricket Authority or a Home Board and an Official that the provisions of the Code shall be binding on such an Official and that his acceptance of an appointment to stand as an Official in any Test Match or ODI or to be a member of the international panel of Officials established by ICC shall constitute his acceptance of his obligation to be bound by and his undertaking, directly with ICC as well as with the Home Board, to observe at all times the provisions of the Code.
- 5.3** Each Cricket Authority shall bring to the express notice of its Officials the provisions of the Code and shall procure the compliance by its Officials with the provisions of the Code

APPENDIX

An Official shall be in breach of Clause 1.3 of the Code if he is found to have engaged in any of the following conduct:-

1. Bet on any Test Match, One Day International Match or representative cricket match ("Match") or series of Matches, or on any event connected with any Match or series of Matches ("Event"), in which such Official took part or in which the Member Country of any such Official was represented;
2. Induced or encouraged any other person to bet on any Match or series of Matches or on any Event or to offer the facility for such bets to be placed;
3. Gambled or entered into any other form of financial speculation on any Match or on any Event;
4. Was a party to contriving or attempting to contrive the result of any Match or the occurrence of any Event;
5. Failed to meet the standards of a first-class Official owing to an arrangement relating to betting on the outcome of any Match or on the occurrence of any Event;
6. Induced or encouraged any player not to perform on his merits in any Match owing to any such arrangement;
7. Received from another person any money, benefit or other reward (whether financial or otherwise) for the provision of any information concerning the weather, the teams, the state of the ground, the status of, or the outcome of, any Match or the occurrence of any Event unless such information has been provided to a newspaper or other form of media in accordance with an obligation entered into in the normal course and disclosed in advance to the Home Board;
8. Received any money, benefit or other reward (whether financial or otherwise) which could bring him or the game of cricket into disrepute;
9. Received any approaches from another person to engage in conduct such as that described in any of the above Paragraphs 1 to 9 and has failed to disclose the same to the ICC Chief Executive or to the chief executive officer of the Home Board;
10. Is aware that any other Official or individual has engaged in conduct, or received approaches, such as described in any of the above Paragraphs 1 to 9 and has failed to disclose the same to the ICC Chief Executive or to the chief executive officer of the Home Board;
11. Has received or is aware that any other person has received threats of any nature which might induce him to engage in conduct, or acquiesce in any proposal made by an approach, such as that described in any of the above Paragraphs 1 to 9 and has failed to disclose the same to the ICC Chief Executive or to the chief executive officer of the Home Board;
12. Has engaged in any conduct which, in the opinion of the Executive Board, relates directly or indirectly to any of the above paragraphs 1 to 11 and is prejudicial to the interests of the game of cricket.

Glossary of Terms used in the Officials Code

In this Code, unless the context otherwise requires, the words and expressions set out in the first column below shall bear the meanings set opposite to them respectively in the second column.

Words	Meanings
“the Chair”	such person as the Home Board shall appoint to preside over a hearing and to reach a decision in relation to any alleged breach of the Code by an Official;
“Official”	any person appointed by ECC or by any Cricket Authority to stand as an Official in any One Day International Match or any series of such matches arranged under the auspices of ECC, including any third Official, appointed by a Cricket Authority to act as the emergency Official and to officiate in regard to TV replays, and any fourth or subsequent Official, whether or not described as a reserve Official;
“the Code”	the provisions of this ICC Code of Conduct for Officials, as from time to time amended, extended or reissued by ICC;
“Cricket Authority”	a body (whether incorporated or not) which is recognised by ECC as the governing body responsible for the administration, management and development of cricket in a country (or countries associated for cricket purposes) or geographical area where cricket is played;
“Executive Committee”	The Chair, Secretary/Treasurer and other executive members or any of them acting as the Executive Committee of sFOCUS;
“the Home Board”	in relation to an Official, the Cricket Authority of a Member Country to which that Official belongs;
“ICC”	The International Cricket Council, a limited company;
“the ICC Code of Conduct”	The ICC Code of Conduct contained in such Regulation or Regulations as are made or amended by ICC as the same is or are from time to time in force including but not limited to the provisions of this Code;
“Member Country”	any country (or countries associated for cricket purposes) or geographical area whose Cricket Authority is a Member of the ECC;

“ODIs”	One Day International Matches;
“One Day International Match”	a limited over international match classified as a One Day International in accordance with ICC’s Regulation headed “Classification of One Day International matches”;
“Referee”	any person for the time being appointed to act as an ICC Referee in accordance with the provisions of the ICC Code of Conduct;
“Regulation(s)”	such regulation or regulations as are made or amended by ICC as the same is or are in force and to be observed and performed by the Members of ICC;
“Team Manager”	any person appointed as manager of a cricket team representing a Member Country and playing in a Test Match or a One Day International Match
“Test Match”	any cricket match of not less than five days’ scheduled duration played between teams selected by Full Members of ICC as representatives of their Member Countries and accorded the status of Test Matches by ICC;
“Official”	any person appointed by ICC or by any Cricket Authority to stand as an Official in any Test Match or One Day International Match or any series of such matches arranged under the auspices of ICC, including any third Official, appointed by a Cricket Authority to act as the emergency Official and to officiate in regard to TV replays, and any fourth or subsequent Official, whether or not described as a reserve Official;

II. Code of Ethics for Members

A) Binding Code of Ethics

All members of The Swiss Federation of Cricket Umpires and Scorers (sFOCUS) shall observe and be bound by the following Code of Ethics:

- 1 Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws but also within the Spirit of the Game. Any action, which is seen to abuse this spirit, causes injury to the game itself. A member shall at all times endeavour to advance the honour, integrity and dignity of the spirit of the game of cricket¹. However, notwithstanding this or any other clause, the responsibility for the welfare, health and safety of players and the community shall at all times take precedence.
- 2 A member shall not, except in circumstances establishing privileges at law, make untruthful derogatory remarks or unfair comment about other members, nor shall the member make any public statement claiming or implying to be sFOCUS policy when such is not the case.
- 3 Reasonable² criticism of any member's officiating in a match, conduct or views at any sFOCUS meeting, shall be privileged.
- 4 A member shall at all times in their professional activities respect other people's personal feelings and shall encourage such behavior in colleagues and subordinates.
- 5 A member shall at all times in the course of professional activities consider a person's professional merit and standing over and above other characteristics, such as age, sex, race, religious belief, sexual preference, cultural or ethnic background, and shall encourage such behavior in colleagues and in subordinates.
- 6 A member shall issue or publish only such reports or statements as are an accurate record of soundly based personal observation and of logical deductions there from, or otherwise must clearly communicate that they are expressing an opinion.
- 7 A member shall not knowingly do or cause any action that misrepresents the views of sFOCUS or brings the organization into disrepute.

B). Reporting a breach

- 1 Where a cricket player, other member of the Swiss Cricket Association or of sFOCUS believes they must report an sFOCUS member for a breach of this Code, they may lodge a written report with the sFOCUS Chair stating the nature of the breach and the circumstances under which it arose.

1. Reference Documents:

The Laws of Cricket - 2000 Version

The Swiss Federation of Cricket Umpires and Scorers Code of Conduct for Members / Match Officials

2. Regardless of the situation, criticisms must pass the test of reasonableness. This test is a tool for evaluating judgments and decisions. It is commonly held that reasonable means moderate and fair rather than extreme or excessive. The test of reasonable criticism then is whether a moderate and fair individual would, with the same information and within the same context, decide to offer the same criticism (or agree that the criticism made was reasonable.) When making a decision about whether to give a criticism or not, persons involved should apply this test in "fast-forward thinking" mode and try to anticipate what others would do in these circumstances - Note that the panel that hears alleged breaches of this Code will also apply this method to their decisions made after the fact. In any case, the test of reasonableness is essentially an evaluation made by comparing an actual criticism made with a judgment of what is considered would be most likely to have been fairly said in similar circumstances.

- 2 Immediately upon the receipt of such written report, the Chair of sFOCUS shall be responsible for informing the rest of the sFOCUS Executive Committee of its contents.

C) Hearings

- 1 A hearing of any alleged breach of the Code shall be arranged by the Chair sFOCUS as soon as possible and practical. The hearing should be attended by the sFOCUS member against whom the alleged breach has been reported and by the person who lodged the report in relation to such breach, none of whom may be denied the right to appear.
- 2 The sFOCUS Chair shall preside as Chair in the hearing and one other member of the sFOCUS executive committee shall also be part of the hearing panel. The hearing shall decide whether or not a breach has occurred and, if so, to determine what penalty should be imposed.
- 3 If the sFOCUS member against whom the alleged breach is made fails to attend at the time and place fixed for the hearing, reasonable notice of which shall have been duly given, the hearing may be conducted in their absence.
- 4 The Chairman shall allow the person who lodged the report in relation to the alleged breach to present evidence, either oral or written, in support. The hearing panel may allow, entirely at their discretion, witnesses to be called on request of the person lodging the report or the person reported.
- 5 In hearing evidence of the alleged breach of the Code and in deciding what action should be taken in relation thereto, the panel shall have due regard to the principles of natural justice and to the need to ensure a fair and prompt determination of the alleged breach.
- 6 The Chair sFOCUS shall always have the right to arrange a hearing of any incident which, in their opinion, may give rise to a breach of the Code, irrespective of whether or not a report in relation to that incident has been lodged.
- 7 If it is decided to hold a such a hearing, then as soon as possible the Official in respect of whom an alleged breach of the Code has been made shall be notified in writing of the decision and of the circumstances giving rise to the alleged breach.

D) Decision

- 1 The decision of the panel is final and without the possibility of appeal or legal recourse. However complaints against the panel, on the grounds of violation of sFOCUS Statutes, Constitution and/or Rules, or misconduct in duties in a hearing, shall be made in writing to the sFOCUS Secretary within seven (7) days of the date of the hearing in question, the post mark on the envelope being proof of date, and must include all appropriate evidence. A subsequent sFOCUS Executive Committee meeting shall deal with any such complaints.
- 2 As soon as possible after the panel has arrived at their decision, they shall inform the member concerned of their decision, as well as the executive committee of sFOCUS and the person who made the report (the sFOCUS Chair shall announce the decision).
- 3 Other sFOCUS members shall not discuss or comment upon the decision at any time save with the express authority in writing of the sFOCUS Chair.

E) Penalties

- 1 In the event that, after a hearing under the Code, the panel decides on a balance of probability that the member is in breach of the Code, they may, in their absolute discretion impose any penalty. This may be by way of reprimand and/or requirement for an apology to be made and/or monetary fine up to a maximum of CHF1000.00 and/or suspension up to a

maximum two years; including the power to put any fine or suspension on hold for a good behaviour period of up to the end of the cricket season subsequent to that in which the breach happened. sFOCUS reserves the right to rescind membership.

- 2** In deciding what penalty to impose on an Official for a breach of the Code, the panel shall have regard to:
 - (a)** The character of the member
 - (b)** The nature of the action giving rise to the breach of the Code; and
 - (c)** any other circumstances of the case which may seem to be relevant to the imposition of a penalty.
- 3** All sFOCUS members shall co-operate in ensuring that a penalty imposed by way of suspension is carried into full force and effect and the Chair sFOCUS is authorized under the Code to take all necessary steps to enforce such suspension.
- 4** In the event that the panel shall decide to impose a fine as penalty, the fine shall be paid by the person on whom it is imposed within one calendar month of the date on which they are notified of the decision. Any Official failing to pay such fine within the said period shall not, until such time as the fine has been paid, be eligible for appointment as an Official for any fixture under the control of the SCA.
- 5** In the event that the panel decides to put on hold any fine or suspension on an member who is subsequently found to be in further breach of the Code during the period on hold, the original penalty will automatically be imposed. The panel hearing the subsequent breach may also impose another penalty in respect of such further breach.

F) Records

The Chair sFOCUS shall supply the Secretary sFOCUS with a copy of all hearings conducted under the Code and that person shall be responsible for keeping those records confidential.

G) General

It shall be an implied condition in any contract, agreement, understanding or arrangement involving the Swiss Cricket Association, sFOCUS and a member that the provisions of this Code shall be binding on the member and that acceptance of an appointment to act as an official in any match shall therefore constitute acceptance of the obligation to be bound by and undertaking to observe at all times the provisions of the Code.