

# MADHYA PRADESH CRICKET ASSOCIATION

HOLKAR STADIUM, RACE COURSE ROAD, INDORE

## REGULATIONS REGARDING DISCIPLINE AND CONDUCT OF THE PLAYERS, MATCH OFFICIALS, TEAM OFFICIALS, ADMINISTRATORS, MEMBERS, AND OTHERS ASSOCIATED WITH MADHYA PRADESH CRICKET ASSOCIATION (i.e. MPCA)

*(as per article 39 (A) (3) (ii) and article 45 of MPCA Constitution)*

Provision 39 (A) (3) (ii) of the Constitution of MPCA stipulates the Committee to frame regulations regarding discipline and conduct of the players, match officials, team officials, administrators, members, and others associated with MPCA (i.e. volunteers, vendors etc). Accordingly, the following regulations are framed by the Committee of MPCA.

These rules shall be referred as '**Code of Conduct**' for the players, match officials, team officials, administrators, members, and others associated with MPCA.

These rules predominantly deal with the 'off the field' discipline and conduct of all concerned so as to cover relevant provisions of the MPCA constitution.

It is clarified that any act of indiscipline or misconduct during **on-field activities** (i.e. such activities which get covered under playing code of conduct / apparel code etc. whether during match, camps, training sessions etc) by players, match officials, team officials, administrators, etc. are **NOT** covered herein under.

However, it is also clarified that players, match officials, team officials, administrators, etc. should follow these rules, as applicable, even during their on-field presence.

### **Introduction:**

MPCA is required to conduct its activities with active contribution from a wide range of individuals like players, match officials, team officials, administrators, members, staff, volunteers, freelancers, service providers, vendors, etc. (Hereinafter referred to as "stakeholders" unless mentioned otherwise)

Such stakeholders shall maintain high standards of personal conduct so that the image, repute, and goodwill of MPCA is preserved. No stakeholder shall act in any manner, directly or indirectly, that tarnishes / may tarnish the image, repute, and goodwill of MPCA.

Thus essentially, this document aims to provide a guideline about behaviour, acts, actions, inaction, conduct, and adherence to widely acceptable social norms as well as workplace norms to be followed by the stakeholders while they are engaged in a variety of activities under the ambit of MPCA.



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## 1. DESCRIPTION:

1. Discipline, having context to these rules, can be ordinarily defined as "an orderly conduct of an individual by obeying rules".
2. Conduct, having context to these rules, can be ordinarily defined as "to act or behave in a particular and a controlled manner"
3. Misconduct, having context to these rules, can be ordinarily defined as "unacceptable or bad behaviour by a person, thereby breaching the standards of personal behavior on principles of morality and social ethics"

## 2. RULES AND IDEAL CONDUCT:

Ideally there should not be a reason to preach, teach, or list-out the common rules for social and moral conduct. However, certain points need to be mentioned for utmost and unflinching adherence.

### 2.1 All stakeholders should **NECESSARILY** –

- 2.1.1 Respect the rights, dignity, and worth of every other stakeholder and must treat everyone equally, regardless of sex, ethnic origin, religion, or ability etc.
- 2.1.2 Take due care to not to subject any other stakeholder to embarrassment, criticism, or ridicule by any act, action, words etc., whether in private or publically.
- 2.1.3 Set and observe the boundaries between a working relationship and friendship. It is also necessary not to involve, comment, speak, publish etc. about personal life of any stakeholder.
- 2.1.4 Carry the responsibility to ensure the safety of any other stakeholder when engaged in any common activity, presence in any MPCA premise etc.
- 2.1.5 Be patient, dignified, respectful, and courteous towards other stakeholder.

### 2.2 All stakeholders should **necessary AVOID** –

- 2.2.1 Abuse of authority, or process, or system in place by any illegal, malicious, or perverted acts or actions;
- 2.2.2 Divulging of any confidential or personal information about other stakeholder.

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- 2.2.3 Using the forum of MPCA for any political activity.
- 2.2.4 Breach of trust and confidence;
- 2.2.5 Negligence causing danger to health and safety of any stakeholder in general;
- 2.2.6 Use of any form of punishment or physical force on any other stakeholder;
- 2.2.7 Engaging in rough physical games, sexually provocative games, or engage in inappropriate touching of any kind, or make sexually suggestive comments about any stakeholder.
- 2.2.8 Use of cheating, bullying tactics, harm, spread rumours or gossips, or engage in such other acts or actions of immorality that affects the person or property of other stakeholder.
- 2.2.9 Consumption of alcohol within any premises of MPCA, or while being involved in any official activity of MPCA.
- 2.2.10 Sharing rooms with stakeholder of opposite gender, incomparable age, whenever situation demands. No adult stakeholder should share rooms with children.
- 2.2.11 Acts of impropriety when involved in any activity under the ambit of MPCA, thus following high standards of diligence.
- 2.2.12 Making unauthorized commitments or promises purporting to bind MPCA in any form or nature.

### 3. ADHERENCE TO STATUTORY PROVISIONS:

All stakeholders should necessarily follow the statutes related to child abuse, sexual harassment at workplace, and such other laws of the land which attract statutory action or which bring MPCA in hatred, ridicule, contempt.

### 4. OTHER SPECIFIC POLICIES:

- 4.1 **Anti Harassment:** Acts of harassment in forms like physical, psychological, verbal, abuse etc. shall be treated as serious breach of the code.

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**4.2 Anti Discrimination:** MPCA strictly prohibits discrimination or any decisions being taken in relation to selection of players, employment, induction of members, selection of vendors, engagement of volunteers, and such other activities based on any concept of religion, race, colour, gender, ethnic origin, social status, etc.

**4.3 Anti corruption, financial propriety norms to maintain high standards of integrity and trust :**

**4.3.1** Financial irregularities, fraud, or willful errors that harm the property, goodwill, repute of MPCA or any other stakeholder;

**4.3.2** Deliberate wastage, misuse, misappropriation of MPCA property;

**4.3.3** Getting involved in bribery, corruption, etc.;

**4.3.4** Unfair business practices like fixing of prices, rigging, bids, exchange internal policies / estimates etc.

**4.3.5** Accepting expensive gifts from other stakeholder, unless given out of love and affection, that could be interpreted as an attempt to influence a decision or obtain a improper personal advantage using forum of MPCA;

**4.3.6** Any form of manipulation or unlawful influencing of match results by any stakeholder.

**4.4 Social media, mass communication protocol:**

Social media means any platform that can be used to reach out, communicate, express opinions, comment, and such other ways of communication to public at large, or a group of persons. In general, it is the use of information technology for such communication. The commonly recognised platforms relate to the use of internet or mobile technology for using platforms like facebook, whatsapp, email, instagram, any other tool developed or that could be developed in future.

Mass communication means an act, or an action, by use of any platform (viz. print, electronic, letter, email, SMS, other social media tools etc) to reach out, communicate, express opinions, comment, and such other ways of communication to a public at large or a group of persons.



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Taking into account the law of land as applicable, and without harming the fundamental rights of any stakeholder, there exists a necessity to have certain protocols regarding use of such communication means. Hence the following norms -

- 4.4.1** No stakeholder, by making use of a present or future forums having a mass audience, shall post, publish, display, circulate any threats, comments, levy allegations, lodge a complaint, express personal opinions under guise of 'free speech', make contemptuous or sarcastic remarks, questioning or commenting on the official decisions of MPCA or its officials, or do any such act that has a potential effect of ridiculing, embarrassing, creating a feeling of hatred, or cause disrepute to any stakeholder or MPCA.
- 4.4.2** No stakeholder shall post, publish, display, circulate any hurtful, nasty or humiliating comments, comments based on rumors or hearsay, or such other defamatory / derogatory comments about any stakeholder.
- 4.4.3** Stakeholder may use social media for personal requirements. However, there should not be any mention of MPCA that causes or can cause any disrepute to MPCA.

## **5. Privileges of a Member (of MPCA):**

- 5.1** As per the Constitution of MPCA, the Members, except the Honorary Life Members, of MPCA shall have the right given under the Constitution of MPCA and in particular they shall have the right to be present at the meetings of the Association, the right to vote, the right to seek election, and the right to express opinion on all matters in accordance with the rules and regulation, provided that no Life Member shall have any such right unless he/she was a Life Member for a continuous period of six months immediately preceding the meeting of the general body / special general body / extra ordinary general body as the case may be. The clubs and institutions shall exercise the privileges of membership through the representative "duly named on their behalf".

Above rights have the context of 'Meeting of Association'. 'Meeting of the Association' means any meeting where all members are entitled to attend i.e. Annual General Body Meeting, Special General Body Meeting, Extraordinary General Body meeting.

Thus, a member can -

- a) remain present for the meeting;
- b) when present for the meeting and if there is a requirement of voting on any matter on floor, the member shall have right to seek vote;



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c) when present for the meeting and if there is any occasion for election, the member shall have the right to seek election;

d) when present for the meeting, the member shall have the right to express opinion on all matters of MPCA

Hence, ordinarily there does not exist any other occasion for use of such rights right i.e. unless being present during the meeting of the Association.

Act, action, or any attempt or effort to exercise such right/s otherwise than in the meeting as defined above, shall be treated as breach of code.

Save above, if any member has to use his right for any situation which necessitates exercise of such right, it shall be communicated to the Hon. Secretary, or any other Office Bearer of MPCA only.

## **5.2 Demand for information :**

**5.2.1** Members can demand information in relation to systems, rules, norms etc. of MPCA. However, any such demand that relates to any irrelevant and unrelated issue shall not be entertained. So also, the prevalent database management system should be adequate to cater to such requirements. The Hon. Secretary and the President shall have the powers to decide whether such demand relates to inconsequential information, trivial records, insignificant documents etc.

**5.2.2** The member seeking information should categorically express the objective and reason why the information is required, how it relates to the cricketing performance of MPCA, or the criticality if the issue is of a non-cricketing nature with respect to MPCA. Necessarily, such information should pertain to recent past having a finite and reasonable period.

**5.2.3** For any information, the concerned member shall first approach Hon. Secretary with above details. If deemed appropriate, information shall be provided with an understanding that such details shall not be divulged to any other person, agency, institution, etc.

**5.2.4** If not satisfied with response from the Hon. Secretary, the concerned querist may ask Hon. Secretary to place the requirement to the Committee (i.e. Managing Committee). If not satisfied with response from the Managing Committee, the querist may submit his requisition under the 'Any Other Matter' during AGM following the norms in this regard.

**5.2.5** Any member of the Committee, or any sub-committee, or any panel constituted by MPCA can ordinarily demand for information pertaining to his responsibility, subject to such

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requirement is not inconsequential, trivial, insignificant, as also adhering to point no. 5.2.2 above.

6. Unless the context necessitates within the framework of affairs of MPCA, using terms like 'MPCA Player', 'MPCA Official', 'MPCA Member', 'MPCA Vendor', 'MPCA Volunteer' 'MPCA Team Official' 'MPCA Match Official', 'MPCA Staff', and such other term as a prefix, or suffix, or by any manner that can help a reader to correlate such stakeholder with his position / association with MPCA is strictly prohibited.
7. No office-bearer, member of the Association or the Divisional Association, or the Player representing or intending to represent the Association in any competition tournament or match, shall publicly comment, discuss, talk, speak, or publish article or act in manner which may bring the Association in disrepute. An infringement of this rule will entail the forfeiture of the membership of such member and in case of player his right of being selected for any tournament or match.
8. Every Divisional Association, a member, and a player shall be responsible for the maintenance of discipline and for upholding the rules, and traditions of the Association. Any infringement of this rule may be dealt with in such manner as the Committee may deem fit.
9. **Anonymous Complaints :** Unless the complaint describes any gross abuse, harassment, or other heinous acts, necessitating to protect the identity of the complainant, anonymous complaints or complaints devoid of basic and real identity of complainant shall not be entertained for any further action.
10. **'Habitual', or 'Vexatious', 'Unsubstantiated' Complainant :**
  - 10.1 It shall be primary effort to process all complaints of misconduct or indiscipline.
  - 10.2 Where complainant/s, either individually or as a group, act in a manner that raises strong reasons for MPCA and/or the Ombudsman to treat such complainant/s as "habitual" or "vexatious" or "Complaints without sufficient, or no grounds", the concerned authority may take an appropriate action, including to designate as a habitual and vexatious complainant, or refrain from any contact with the complainant thus declining to continue accepting his complaints.
  - 10.3 **Generic signs of a such complainant:**
    - 10.3.1 One who persist to pursue a complaint where the procedure for handling complaints has been fully and properly implemented and exhausted;
    - 10.3.2 One who insists on complaint being dealt with in-a manner of his preference;

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- 10.3.3** One who persistently changes the substance of a complaint;
- 10.3.4** One who frequently raises new issues whilst the complaint is being addressed appropriately;
- 10.3.5** One who is unwilling to accept documented evidence given as being factual;
- 10.3.6** One who denies receipt of an adequate response in spite of answering their questions;
- 10.3.7** One who fails to identify the precise issues which they wish to complain about;
- 10.3.8** One who poses or focuses on a trivial matter to an extent which is out of proportion to its ordinary significance;
- 10.3.9** One who is identified to have recorded meeting proceedings; or recorded face to face/telephone conversations without prior knowledge and consent by the parties involved;
- 10.3.10** One who makes unreasonable complaints which impose a significant burden on the human resources of MPCA and where the complaint clearly does not have any serious purpose or value; or a complaint made to cause disruption or annoyance; or has the effect of harassing someone; etc
- 10.3.11** One who makes repetitive complaints and allegations ignoring the efforts taken by the authorities in previous correspondence.

**Concluding:** MPCA is an autonomous body, a society meant for service to cricket and cricketers. The stakeholders are the soul of this institution. Hence, all stakeholders are essentially expected to place loyalty to the Institution above unjustifiable personal gain.

MPCA is proud to have a strongly knitted framework of all stakeholders having excellent social foundation. Hence, it should not be a challenge for any stakeholder to adhere to the above code of conduct, thereby eliminating opportunities for any action related to breach of this code.

Any breach of rules framed as this code of conduct shall necessitate appropriate course of action by the Ombudsman and / or MPCA as per applicable provisions.

However, complaint related to breach of this code should not pertain to a period prior to approval of this code by the Committee.

The Committee of MPCA reserves complete powers to amend these rules at any time.

----- **END** -----

Date of approval by the Committee of MPCA : 3.2.2020

*To be applicable immediately after website disclosure and/or circulation among stakeholders as practicable.*