



# **Pakistan Cricket Board**

## **Code of Conduct for Players and Player Support Personnel**

*Effective as of 1st September 2020*

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## TABLE OF CONTENTS

		Page Number
<b>ARTICLE 1</b>	SCOPE AND APPLICATION	3-4
<b>ARTICLE 2</b>	CODE OF CONDUCT OFFENCES	5-15
<b>ARTICLE 3</b>	REPORTING AN ALLEGED OFFENCE UNDER THE CODE OF CONDUCT	15-18
<b>ARTICLE 4</b>	NOTIFICATION PROCEDURE	18-20
<b>ARTICLE 5</b>	THE DISCIPLINARY PROCEDURE	20-29
<b>ARTICLE 6</b>	STANDARD OF PROOF AND EVIDENCE	29
<b>ARTICLE 7</b>	SANCTIONS ON PLAYERS AND PLAYER SUPPORT PERSONNEL	29-33
<b>ARTICLE 8</b>	APPEALS	33-36
<b>ARTICLE 9</b>	RECOGNITION OF DECISIONS	36
<b>ARTICLE 10</b>	SANCTIONS AND COSTS ASSESSED AGAINST TEAMS	36
<b>ARTICLE 11</b>	AMENDMENT AND INTERPRETATION OF THE CODE OF CONDUCT	37
<b>APPENDIX 1</b>	DEFINITIONS	38-40
<b>APPENDIX 2</b>	MINIMUM OVER RATE REQUIREMENTS, CALCULATION, REPORTING AND DISCIPLINARY PROCESS AND SANCTION	41-43

**PAKISTAN CRICKET BOARD**  
**CODE OF CONDUCT**  
**FOR PLAYERS AND PLAYER SUPPORT PERSONNEL**

**INTRODUCTION**

The Pakistan Cricket Board (PCB) has been established by the Federal Government vide S.R.O No. \_\_\_(I)/2019 notified on 19<sup>th</sup> August 2019 to promote, develop, regulate and maintain general control over the game of cricket in Pakistan. The Board of Governors (BOG) on 29<sup>th</sup> September, 2020 unanimously approved, adopted and implemented this PCB Code of Conduct for Players and Player 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.*

PCB has zero tolerance towards corruption and indiscipline in the game.

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 *Players* and *Player Support Personnel* are automatically bound by and required to comply with all of the provisions of the *Code of Conduct*. Accordingly, by their participation (in the case of a *Player*) or assistance in a *Player’s* participation (in the case of a *Player Support Personnel*) in any Match, such *Players* or *Player Support Personnel* shall be deemed to have agreed:

**1.1.1** that it is their personal responsibility to familiarise 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 any *Match Referee*, *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*; and

**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 *Match Referee*, *Judicial Commissioner* or *Appeal Panel*.

- 1.2** All *Players* and *Player Support Personnel* shall continue to be bound by and required to comply with the *Code of Conduct* until he/she has participated (in the case of a *Player*), or assisted a *Player's* participation (in the case of a *Player Support Personnel*) in any *Match* for a period of three (03) 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** Without prejudice to Articles 1.1 and 1.2, the *PCB* and the *Cricket Teams* under the aegis of *PCB* shall be responsible for promoting *Code of Conduct* awareness and education amongst all *Players* and *Player Support Personnel*.
- 1.4** It is acknowledged that certain *Players* and *Player Support Personnel* may also be subject to other rules of *PCB* that govern discipline and/or conduct, and that the same conduct of such *Players* and/or *Player Support Personnel* may implicate not only the *Code of Conduct* but also such other rules that may apply. For the avoidance of any doubt, *Players* and *Player Support Personnel* acknowledge and agree that: (a) the *Code of Conduct* is not intended to limit the responsibilities of any *Player* or *Player Support Personnel* under such other rules; and (b) nothing in such other rules shall be capable of removing, superseding or amending in any way the jurisdiction of the *Match Referee*, *Judicial Commissioner* or *Appeal Panel* to determine matters properly arising pursuant to the *Code of Conduct*.
- 1.5** For the avoidance of any doubt:
- 1.5.1 all *Umpires* and *Match Referees* officiating in any *Match* are automatically bound by and required to comply with all of the provisions of the *PCB Code of Conduct for Match Officials and Match Official Support Personnel*; and
- 1.5.2 where a representative side of a *Cricket Team* participates in a *Match* against a touring or invitational team, for the purposes of their participation in such *Match*:
- 1.5.2.1 all *Players* and *Player Support Personnel* representing the *Cricket Team's* representative side are automatically bound by, required to comply with, and shall submit themselves to the jurisdiction of this *Code of Conduct*; and
- 1.5.2.2 all players or player support personnel representing the touring or invitational team shall not be bound by this *Code of Conduct*. Instead, such individuals will be bound by, required to comply with, and shall submit themselves to the jurisdiction of the relevant touring or invitational team's own applicable rules of conduct.

## ARTICLE 2 CODE OF CONDUCT OFFENCES

The Preamble of the *PCB Standard Playing Conditions 2020-21 for More than One day Duration, OD and T20 Matches*, sets out the definition of the Spirit of Cricket, as follows:

### **“Preamble – The Spirit of Cricket**

Cricket owes much of its appeal and enjoyment to the fact that it should be played not only according to the Laws (which are incorporated within these Playing Conditions), but also within the Spirit of Cricket.

The major responsibility for ensuring fair play rests with the captains, but extends to all players, umpires and, especially in junior cricket, teachers, coaches and parents.

### **Respect is central to the Spirit of Cricket.**

Respect your captain, team-mates, opponents and the authority of the umpires.

Play hard and play fair.

Accept the umpire’s decision.

Create a positive atmosphere by your own conduct, and encourage others to do likewise.

Show self-discipline, even when things go against you.

Congratulate the opposition on their successes, and enjoy those of your own team.

Thank the officials and your opposition at the end of the match, whatever the result.

Cricket is an exciting game that encourages leadership, friendship and teamwork, which brings together people from different regions (including the Azad Jammu and Kashmir (AJK) and Gillgit Baltistan (GB), cultures and religions, especially when played within the Spirit of Cricket.”

The conduct described in Articles 2.1 to 2.22 amounts to conduct which breaches the Spirit of Cricket and therefore, if committed by a *Player* or *Player Support Personnel*, shall amount to an offence by such *Player* or *Player 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 that may be prohibited by such Article.*

*The Code of Conduct offences cover a variety of different behaviors and levels of seriousness. It is not intended to penalise trivial behavior. For the purpose of determining the appropriate sanction for an offence, levels of charging have been assigned for each offence, ranging from Level 1 for conduct of a minor nature, up to Level 4 for conduct of an extremely serious nature. Where an offence is alleged to have been committed, the individual reporting the alleged*

offence must determine which of the assigned levels of offence is appropriate for the conduct in question. Reports can only be laid at the levels identified in respect of each particular offence below.

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 ground 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 within the Match premises.

For the avoidance of doubt, the PCB’s jurisdiction to take action against a Player or Player Support Personnel under this Code of Conduct is limited to incidents which take place (i) during, or in relation to, a Match or (ii) during, or in relation to, a PCB Event or Tournament. In circumstances where a Player or Player Support Personnel is involved in an off-field incident which may warrant action under this Code of Conduct and any code of conduct or disciplinary rules of the Player or Player Support Personnel’s Cricket Team, the PCB will consult with the relevant Team Management or Constituent Member (as the case may be) in order to determine what the most appropriate course of action against the Player or Player Support Personnel should be.

<b>2.1</b>	<b>Excessive appealing during a Match</b>
<b>Note:</b>	<i>For the purpose of Article 2.1, ‘excessive’ may include (a) repeated appealing of the same decision; (b) repeated appealing of different decisions when the bowler/fielder knows the batter is not out with the intention of placing the Umpire under pressure; (c) charging or advancing towards the Umpire in an aggressive manner when appealing; or (d) celebrating a dismissal without appealing to the Umpire when a decision is required. It is not intended to prevent loud or enthusiastic appealing.</i>
<b>Level 1</b>	✓
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.2</b>	<b>Abuse of cricket equipment or clothing, ground equipment or fixtures and fittings during a Match.</b>
<b>Note:</b>	<i>Article 2.2 includes any action(s) outside the course of normal cricket actions, such as hitting or kicking the wickets and any action(s) which deliberately (i.e. intentionally), recklessly or negligently (in either case even if accidental) results in damage to the advertising boards, boundary fences, dressing room doors, mirrors, windows and other fixtures and fittings. For example, this offence may be committed, without limitation, when a Player swings his/her</i>

	<i>bat vigorously in frustration and causes damage to an advertising board.</i>
<b>Level 1</b>	✓
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.3</b>	<b>Use of an audible obscenity during a Match.</b>
<b>Note:</b>	<i>Article 2.3 covers the use of words commonly known and understood to be offensive, obscene and/or profane (in any language) and which can be heard by the spectators and/or the viewing public whether by way of the stump-microphone or otherwise. This conduct may include, for example, swearing in frustration at one's own play or fortune.</i>
<b>Level 1</b>	✓
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.4</b>	<b>Disobeying an Umpire's instruction during a Match.</b>
<b>Note:</b>	<i>Article 2.4 includes any repeated failure to comply with the instruction or directive of an Umpire during a Match.</i>
<b>Level 1</b>	✓
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.5</b>	<b>Using language, actions or gestures which disparage or which could provoke an aggressive reaction from a batter upon his/her dismissal during a Match.</b>
<b>Note:</b>	<i>Article 2.5 includes any language, action or gesture used by a Player and</i>

	<p><i>directed towards a batter upon his/her dismissal which has the potential to provoke an aggressive reaction from the dismissed batter, whether or not any reaction results, or which could be considered to disparage or demean the dismissed batter, regardless of whether the batter him/herself feels disparaged or demeaned (in other words, a 'send-off'). Without limitation, Article 2.5 includes: (a) excessive celebration directed at and in close proximity to the dismissed batter; (b) verbally abusing the dismissed batter; and (c) pointing or gesturing towards the pavilion.</i></p> <p><i>Nothing in this Article 2.5 is, however, intended to stop Players celebrating, in an appropriate fashion, the dismissal of the opposing team's batter.</i></p>
<b>Level 1</b>	✓
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.6</b>	<b>Using a gesture that is obscene, offensive or insulting during a Match.</b>
<b>Note:</b>	<p><i>Article 2.6 includes, without limitation, obscene gestures which are not directed at another person.</i></p> <p><i>When assessing the seriousness of the breach, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation; and (ii) whether the gesture is likely to: (a) be regarded as obscene; (b) give offence; or (c) insult another person.</i></p> <p><i>This offence is not intended to cover any use of 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's Anti-Racism Code and must be dealt with according to the procedures set out therein.</i></p>
<b>Level 1</b>	✓
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable



<b>Level 4</b>	Not applicable
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<b>2.7</b>	<b>Public criticism of, or inappropriate comment in relation to an incident occurring in a Match or any Player, Player Support Personnel, Match Official or team participating in a Match, irrespective of when such criticism or inappropriate comment is made</b>
<b>Note:</b>	<p><i>Without limitation, Players and Player Support Personnel will breach Article 2.7 if they publicly criticise the Match Officials or denigrate a Player or team against which they have played in relation to incidents which occurred in a Match. When assessing the seriousness of the breach, without limitation, the context within which the comments have been made and the gravity of the offending comments must be taken into account.</i></p> <p><i>For the avoidance of doubt, any posting by a Player or Player Support Personnel of comments on a social media platform (including, without limitation, Facebook, Instagram, Twitter, YouTube and LinkedIn) shall be deemed to be ‘public’ for the purposes of this offence. Consequently, a Player or Player Support Personnel may breach Article 2.7 where they criticise or make an inappropriate comment in relation to an incident occurring in a Match or any Player, Player Support Personnel, Match Official, Selection Committee, PCB officials, PCB initiatives or programmes, criticism on media or former international cricketers or ex-administrators or ground staff or PCB’s commercial partners, or Cricket Team participating in any Match in any posting they make on a social media platform.</i></p>
<b>Level 1</b>	✓
<b>Level 2</b>	✓
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.8</b>	<b>Showing dissent at an Umpire’s decision during a Match.</b>
<b>Note:</b>	<p><i>Without limitation, Article 2.8 includes: (a) excessive, obvious disappointment with an Umpire’s decision; (b) an obvious delay in resuming play or leaving the wicket; (c) shaking the head; (d) pointing or looking at the inside edge when given out lbw; (e) pointing to the pad or rubbing the shoulder when caught behind; (f) snatching the cap from the Umpire; (g) requesting a referral to the TV Umpire (other than in the context of a legitimate request for a referral as may be permitted in a Match); and (h) arguing or entering into a prolonged discussion with the Umpire about</i></p>

	<p><i>his/her decision.</i></p> <p><i>This offence is not intended to punish a batter showing his/her instinctive disappointment at his/her dismissal.</i></p> <p><i>When assessing the seriousness of the breach, the following factors (without limitation) should be considered: (i) whether the conduct contains an element of anger or abuse which is directed at the Umpire or the Umpire's decision; (ii) whether there is excessive delay in resuming play or leaving the wicket; or (iii) whether there is persistent re-reference to the incident over time.</i></p> <p><i>It shall not be a defence to any charge brought under this Article to show that the Umpire might have, or in fact did, get any decision wrong.</i></p>
<b>Level 1</b>	✓
<b>Level 2</b>	✓
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.9</b>	<b>Throwing a ball (or any other item of cricket equipment such as a water bottle) at or near a <i>Player, Player Support Personnel, Umpire, Match Referee</i> or any other third person in an inappropriate and/or dangerous manner during a <i>Match</i>.</b>
<b>Note:</b>	<p><i>This offence will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion, or from throwing the ball at the stumps or to a teammate when attempting a run out. Throwing a ball dangerously towards wicket keeper while striker is standing inside the popping crease might constitute a breach of this.</i></p> <p><i>When assessing the seriousness of the offence, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation, whether the action was deliberate, reckless, negligent, and/or avoidable; (ii) whether the ball/object struck the other person; (iii) the speed at which the ball/object was thrown; and (iv) the distance from which the ball/object was thrown.</i></p>

<b>Level 1</b>	✓
<b>Level 2</b>	✓
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.10</b>	<p><b>Any of the following conduct which constitutes ‘unfair play’ under clause 41 of the PCB Standard Playing Conditions 2020-21 for More than One day Duration, ODM and T20:</b></p> <p>2.10.1 - deliberate attempt to distract striker.</p> <p>2.10.2 - deliberate distraction, deception or obstruction of batter</p> <p>2.10.3 - bowling of dangerous and unfair short pitched deliveries.</p> <p>2.10.4 - bowling of dangerous and unfair non-pitching deliveries.</p> <p>2.10.5 - bowling of deliberate non-pitching deliveries.</p> <p>2.10.6 - bowling of deliberate front foot no balls.</p> <p>2.10.7 - time wasting by any Player or team.</p> <p>2.10.8 - fielder causing deliberate or avoidable damage to the pitch.</p> <p>2.10.9 - bowler running on protected area.</p> <p>2.10.10 - batter causing deliberate or avoidable damage to the pitch.</p> <p>2.10.11 - striker in the protected area.</p> <p>2.10.12 - batter stealing a run.</p> <p>2.10.13 - unfair actions not covered elsewhere in clause 41 of the <i>PCB Standard Playing Conditions 2020-21 for More than One day Duration, OD and T20</i></p>
<b>Note:</b>	<p><i>The offence supplements and does not replace PCB Standard Playing Conditions 2020-21 for More than One day Duration, ODM and T20 clauses 41.4 to 41.18.</i></p> <p><i>When assessing the seriousness of the offence, the following factors (without limitation) shall be taken into account: (i) the context of the particular situation, including, without limitation and where relevant, whether the action was deliberate, reckless, negligent, and/or avoidable; (ii) the potential of the action to injure an opponent; and (iii) the degree of advantage offered by the ‘unfair play’.</i></p>

<b>Level 1</b>	✓
<b>Level 2</b>	✓
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.11</b>	<b>Any attempt to manipulate a <i>Match</i> for inappropriate strategic or tactical reasons.</b>
<b>Note:</b>	<p><i>Article 2.11 is intended to prevent the manipulation of Matches for inappropriate strategic or tactical reasons (such as when a team deliberately loses a pool Match in a PCB Event or Tournament in order to affect the standings of other Cricket Teams in that PCB Event or Tournament). It might also apply to the inappropriate manipulation of a net run-rate or accumulation of bonus points or otherwise.</i></p> <p><i>Article 2.11 is not intended to cover any corrupt or fraudulent acts (including any use of inside information and/or related betting activity). Such conduct is prohibited under the PCB's Anti-Corruption Code and must be dealt with according to the procedures set out therein.</i></p> <p><i>The Team Captain of any team guilty of such conduct shall be held responsible (and subject to sanction) for any offence found to have been committed under this Article.</i></p>
<b>Level 1</b>	Not applicable
<b>Level 2</b>	✓
<b>Level 3</b>	Not applicable
<b>Level 4</b>	Not applicable

<b>2.12</b>	<b>Inappropriate physical contact with a <i>Player, Player Support Personnel, Umpire, Match Referee</i> or any other person (including a spectator) during a <i>Match</i>.</b>
<b>Note:</b>	<i>Any form of inappropriate physical contact is prohibited in cricket. Without limitation, Players will breach this regulation if they deliberately, recklessly and/or negligently walk or run into or shoulder another Player or Umpire.</i>

	<p><i>When assessing the seriousness of the breach, the following factors (without limitation) shall be re taken into account: (i) the context of the particular situation, including, without limitation, whether the contact was deliberate (i.e. intentional), reckless, negligent, and/or avoidable; (ii) the force of the contact; (iii) any resulting injury to the person with whom contact was made; and (iv) the person with whom contact was made.</i></p>
<b>Level 1</b>	✓ (Level 1 is available only in the case of contact with <i>Players, Player Support Personnel</i> or any other person)
<b>Level 2</b>	✓ (Level 2 is available only in the case of contact with <i>Players, Player Support Personnel</i> or any other person)
<b>Level 3</b>	✓ (Level 3 is available only in the case of contact with <i>Umpires and Match Referees</i> )
<b>Level 4</b>	✓ (Level 4 is available only in the case of contact with <i>Umpires and Match Referees</i> )

<b>2.13</b>	<b>Personal abuse of a <i>Player, Player Support Personnel, Umpire or Match Referee</i> during a Match.</b>
<b>Note:</b>	<p><i>Article 2.13 is intended to cover a Player or Player Support Personnel directing language of a personal, insulting, obscene and/or offensive nature at any Player, Player Support Personnel, Umpire or Match Referee during a Match. It is also intended to cover language of a personal, insulting, obscene and/or offensive nature relating to a family member of the Player, Player Support Personnel, Umpire or Match Referee at whom it is directed.</i></p> <p><i>When considering the seriousness of the breach, the following factors (without limitation) shall be considered: (i) whether such language was excessive and/or orchestrated; and (ii) the person at whom the language was directed, i.e. whether they were a Player, Player Support Personnel, Umpire, Match Referee or other person.</i></p> <p><i>This offence is not intended to cover any use of language that is 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's Anti-Racism Code and must be dealt with according to the procedures set out therein.</i></p>

<b>Level 1</b>	Not applicable
<b>Level 2</b>	✓ (Level 2 is not available in the case of personal abuse of an <i>Umpire or Match Referee</i> )
<b>Level 3</b>	✓ (Level 3 is available only in all cases)
<b>Level 4</b>	Not applicable

<b>2.14</b>	<b>Changing the condition of the ball in breach of clause 41.3 of the PCB Standard Playing Conditions 2020-21 for More than One day Duration, OD and T20.</b>
<b>Note:</b>	<p><i>This offence supplements and does not replace PCB Standard Playing Conditions 2020-21 for More than One day Duration, ODM and T20 clause 41.3.</i></p> <p><i>Any action(s) likely to alter the condition of the ball which are not specifically permitted under clause 41.3.2 may be regarded as ‘unfair’. The following actions shall, therefore, not be permitted (this list of actions is not exhaustive but included for illustrative purposes): (a) deliberately throwing the ball into the ground for the purpose of roughening it up; (b) applying any artificial substance to the ball; and applying any non-artificial substance for any purpose other than to polish the ball; (c) lifting or otherwise interfering with any of the seams of the ball; and (d) scratching the surface of the ball with finger or thumb nails or any implement.</i></p> <p><i>The Umpires shall use their judgment to apply the principle that actions taken to maintain or enhance the condition of the ball, provided no artificial substances are used, shall be permitted. Any actions taken with the purpose of damaging the condition of the ball or accelerating the deterioration of the condition of the ball shall not be permitted.</i></p>
<b>Level 1</b>	✓ (Level 1 would only be available in case of a first time offence under the non-identification procedure)
<b>Level 2</b>	Not applicable
<b>Level 3</b>	✓ (Level 3 would be available in case the identification procedure is applied)
<b>Level 4</b>	Not applicable

<b>2.15</b>	<b>Attempting to gain an unfair advantage during a Match.</b>
<b>Note:</b>	<p>Article 2.15 is intended to cover any attempts to cheat or gain an unfair advantage during a Match (other than conduct prohibited under Articles 2.11 or 2.14 of the Code of Conduct or the PCB's Anti-Corruption Code). It includes, without limitation: (a) deliberate attempts to deceive an Umpire (for example by claiming a catch when the Player concerned knew that he/she had not caught the ball cleanly); (b) any attempts by a Player on the field of play to seek assistance from any person off the field of play in order to decide whether to request a referral to the TV Umpire; or (c) taking a foreign object onto the field whose most likely reason for being there is to change the condition of the ball.</p> <p>When assessing the seriousness of the breach, consideration should be given to whether the conduct was deliberate, reckless and/or negligent on the part of the relevant Player or Player Support Personnel.</p>
<b>Level 1</b>	Not applicable
<b>Level 2</b>	Not applicable
<b>Level 3</b>	✓
<b>Level 4</b>	Not applicable

<b>2.16</b>	<b>Intimidation of an Umpire or Match Referee whether by language or conduct (including gestures) during a Match.</b>
<b>Note:</b>	<p>Article 2.16 is intended to cover any form of intimidation of an Umpire or Match Referee. It includes, without limitation: (a) any form of continual verbal or physical harassment; (b) any form of intentional behavior that would cause the person at whom it is directed to fear injury or harm; and (c) attempts to impede or block movement.</p>
<b>Level 1</b>	Not applicable
<b>Level 2</b>	Not applicable
<b>Level 3</b>	✓
<b>Level 4</b>	Not applicable

<b>2.17</b>	<b>Threat of assault on another Player, Player Support Personnel, Umpire or Match Referee or any other person (including a</b>
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	<b>spectator) during a Match.</b>
<b>Note:</b>	<i>Without limitation, Players or Player Support Personnel will breach this Article 2.17 if they do or say anything which would cause the Player, Player Support Personnel, Umpire, Match Referee or other person to whom such action was directed to fear harmful or offensive contact, for example and without limitation, threatening to hit the relevant individual while at the same time raising a fist, or threatening to physically harm another Player's family.</i>
<b>Level 1</b>	Not applicable
<b>Level 2</b>	Not applicable
<b>Level 3</b>	✓ (Level 3 is available in the case of threat of assault on anyone other than an Umpire or Match Referee)
<b>Level 4</b>	✓ (Level 4 is available in the case of threat of assault on Umpires and Match Referees only. Not available in the case of threat of assault on any Player, Player Support Personnel or other person)

<b>2.18</b>	<b>Physical assault of another Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator) during a Match.</b>
<b>Note:</b>	<i>Without limitation, Players or Player Support Personnel will breach this Article 2.18 if they intentionally or recklessly cause the Player, Player Support Personnel, Umpire, Match Referee or the other person bodily harm or injury.</i>
<b>Level 1</b>	Not applicable
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	✓

<b>2.19</b>	<b>Any act of violence on the field of play during a Match</b>
<b>Note:</b>	<i>Without limitation, Players or Player Support Personnel will breach this Article 2.19 if they kick or punch or fight another Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator).</i>



<b>Level 1</b>	Not applicable
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	✓

<b>2.20</b>	<b>Conduct that is contrary to the spirit of the game</b>
<b>Note:</b>	<p><i>Article 2.20 is intended to cover all types of conduct 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></p> <p><i>By way of example, Article 2.20 may (depending upon the seriousness and context of the breach) prohibit, without limitation, the following: (a) the use of an illegal bat or illegal wicket-keeping gloves; (b) the use of a mobile phone or any other smart device(s) including but not limited to smart watches <b>during a Match; and</b> (c) failure to comply with the provisions of clause 6.3 of the PCB Standard Playing Conditions for More than One day Duration, OD and T20.</i></p> <p><i>When assessing the seriousness of the offence, the context of the particular situation, and whether it was deliberate, reckless, negligent, avoidable and/or accidental, shall be considered. Further, the person lodging the Report shall determine where on the range of severity the conduct lays (with the range of severity starting at conduct of a minor nature (and hence a Level 1 offence) up to conduct of an extremely serious nature (and hence a Level 4 offence)).</i></p>
<b>Level 1</b>	✓
<b>Level 2</b>	✓
<b>Level 3</b>	✓
<b>Level 4</b>	✓

<b>2.21</b>	<b>Conduct that brings the game into disrepute</b>
<b>Note:</b>	<p><i>Article 2.21 is intended to cover all types of conduct 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, including Article 2.20.</i></p>

	<p><i>By way of example, Article 2.21 may (depending upon the seriousness and context of the breach) prohibit, without limitation, the following: (a) public acts of misconduct; (b) unruly public behaviour; and (c) inappropriate comments which are detrimental to the interests of the game.</i></p> <p><i>When assessing the seriousness of the offence, the context of the particular situation, and whether it was deliberate, reckless, negligent, avoidable and/or accidental, shall be considered. Further, the person lodging the Report shall determine where on the range of severity the conduct lays (with the range of severity starting at conduct of a minor nature (and hence a Level 1 offence) up to conduct of an extremely serious nature (and hence a Level 4 offence)).</i></p>
<b>Level 1</b>	✓
<b>Level 2</b>	✓
<b>Level 3</b>	✓
<b>Level 4</b>	✓

<b>2.22</b>	<b>Minimum over-rate offences</b>
	Failure by a fielding team participating in a Match to meet the minimum over-rate requirement contained in Appendix 2 constitutes (minimum over-rate offence) under this Code of Conduct by each of the players in that fielding team
<b>Note</b>	Subjective intent on behalf of the fielding team or any member thereof, to waste time is not required. It is sufficient to establish that minimum over-rate was not met. To avoid liability under this offence, the fielding team would need to establish, on the balance of probabilities, that the shortfall was due to factors beyond their control and that the time allowances permitted by the match officials in calculating the required over-rate were not sufficient. The presence or absence of subjective intent and the extent of the shortfall shall be relevant in relation to the issue of penalty

<b>2.23</b>	<b>Public criticism of, or inappropriate comment in relation to the Board, any of its officials or sponsors or policies, the ICC or any of its officers or sponsors, <i>Player, Player Support Personnel or Match Officials</i> including umpires and match referees, irrespective of when such criticism or inappropriate comment is made</b>

<b>Note:</b>	<p><i>Without limitation, Players and Player Support Personnel will breach Article 2.23 if they publicly criticize, or make any sarcastic or derogatory or disparaging statements or remarks about the Board, any of its officials or sponsors, other members of the PCB Panel Umpires &amp; Referees or its policies, the ICC or any of its officers or sponsors, or team / team officials, whether in print or electronic media – on social website(s), weblogs/blog(s) or otherwise. When assessing the seriousness of the breach, without limitation, the context within which the comments have been made and the gravity of the offending comments must be taken into account.</i></p> <p><i>For the avoidance of doubt, Players and Player Support Personnel shall not make any statements or remarks which are detrimental to an ongoing or any future tournament, to the game of cricket, regarding any Player, Player Support Personnel, Match Officials, Selection Committee, PCB initiatives, policies, or programmes, former international Umpire / Referees, ex-administrators, ground staff, Cricket Team(s) participating in any Match nor shall the Umpire / Referee comment on any sensitive, communal, racial, sectarian, political etc.</i></p>
<b>Level 1</b>	Not applicable
<b>Level 2</b>	Not applicable
<b>Level 3</b>	Not applicable
<b>Level 4</b>	✓

### **ARTICLE 3      REPORTING AN ALLEGED OFFENCE UNDER THE CODE OF CONDUCT**

**NOTE:** *Where a Code of Conduct offence is alleged to have occurred during, or in relation to all PCB Events during the domestic cricket season (whether on the field of play or otherwise), the Code of Conduct shall apply in full but with the series of amendments to the reporting process (Article 3), disciplinary procedure (Article 5) and appeal process (Article 8) in order to ensure that any matters arising can be dealt with expediently.*

*Where a Minimum Over-Rate Offence may have occurred, see Appendix 2 for the reporting process, disciplinary process and sanctions that are to be applied.*

3.1 Any one of the following individuals can report an alleged offence under the *Code of Conduct* (other than *Minimum Over-Rate Offences* - as to which see Appendix 2) by lodging a report in the manner described in Article 3.2, below (a “**Report**”):

3.1.1 an *Umpire* that officiated in the *Match* during which the alleged offence was committed;

3.1.2 the **Head/President** (as the case may be) of either of the two Constituent Members whose Cricket Teams participated in the Match during, or in relation to which, the alleged offence was committed, or his/her **designee** (provided that the identity of such designee is advised to the PCB by the participating team in advance of, or at least at the same time as, the *Report* is lodged);

3.1.3 the PCB’s Chief Executive Officer or **Director High Performance**

3.1.4 provided it is a *Level 4 Offence* that is alleged to have been committed (or a *Level 1 Offence, Level 2 Offence or Level 3 Offence* in relation to which the *Match Referee* was the victim of the alleged offence), the *Match Referee* that was appointed to officiate in the *Match* during which the alleged offence was committed. (For the avoidance of any doubt, the *Match Referee* is not entitled to lodge a *Report* in relation to an alleged *Level 1 Offence, Level 2 Offence or Level 3 Offence* unless he/she was the victim of the alleged offence).

3.2 All *Reports* must be completed on Form “Rep 1” (or such other form as may be made available for such purpose by the PCB from time to time). All *Reports* must be signed and dated by the person lodging the *Report* as follows:

3.2.1 where the *Report* is lodged by an *Umpire* (pursuant to Article 3.1.1)

Level of Offence	On or Off-Field	Reporting Deadline	Report lodged with
Level 1 & 2	On Field	Within 24 hours from the close of day’s play in the relevant <i>Match</i>	<i>Match Referee</i>
Level 1 & 2	Off Field	Within 24 hours after:  (a) the commission of the alleged offence; or  (b) the alleged offence was brought to his/her attention, save that the <i>Report</i> cannot be lodged more than 07 days after the conclusion of the relevant <i>Match</i> .	<i>Match Referee</i>

Level 3	On or Off Field	Within 24 hours after:  (a) the commission of the alleged offence; or  (b) the alleged offence was brought to his/her attention, save that the <i>Report</i> cannot be lodged more than 07 days after the conclusion of the relevant <i>Match</i> .	<i>Match Referee</i>
Level 4	On or Off Field	Within 07 days after the conclusion of the relevant <i>Match</i> .	<i>PCB's Director High Performance</i>

3.2.2 Where the *Report* is lodged by the Head/President of either of the two Constituent Member participating teams (pursuant to Article 3.1.2);

<b>Level of Offence</b>	<b>On or Off Field</b>	<b>Reporting Deadline</b>	<b>Report Lodged with</b>
Level 1 & 2	On Field or Off Field	Within 18 hours from close of day's play in the relevant <i>Match</i>	<i>Match Referee</i>
Level 3	On Field or Off Field	Within 24 hours from close of day's play in the relevant <i>Match</i>	<i>Match Referee</i>
Level 4	On Field or Field	Within 10 days after conclusion of the <i>Match</i> by the PCB <i>Match Referee</i>	<i>PCB's Director High Performance</i>

3.2.3 Where the *Report* is lodged by the PCB's Chief Executive Officer (pursuant to Article 3.1.3):

<b>Level of Offence</b>	<b>On or Off Field</b>	<b>Reporting Deadline</b>	<b>Report lodged with</b>
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Levels 1,2, & 3	On or Off Field	Within 10 Days after the alleged offence is brought to his/her attention	<i>Match Referee</i>
Level 4	On or Off Field	Within 10 after the alleged offence is brought to his/her attention	<i>PCB's Director High Performance</i>

3.2.4 Where the *Report* is lodged by the **Match Referee** (pursuant to Article 3.1.4):

Level of Offence	On or Off Field	Reporting Deadline	Report lodged with
Levels 1,2 & 3	On or Off Field	Within a maximum of 18 hours after the conclusion of the relevant <i>Match</i>	<i>PCB's Director High Performance</i>
Level 4	On or Off Field	Within a maximum of 48 hours after the conclusion of the relevant <i>Match</i>	<i>PCB's Director High Performance</i>

**Note:** For the purposes of Articles 3.2.1 to 3.2.4 above, Reports should be lodged as soon as practically possible. The time limits set out in the above tables constitute the latest time by which a Report can be lodged.

In all circumstances where a Report is to be lodged with the Match Referee if, for logistical reasons, it is impractical to lodge the Report with the Match Referee, it shall be lodged with the PCB's Domestic Cricket Operations Department within the same deadline.

3.3 Where it is alleged that a *Player or Player Support Personnel* has committed more than one offence under the *Code of Conduct* during, or in relation to a *Match* (whether on the field of play or otherwise), 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.

**NOTE:** For the avoidance of doubt, **only one Report** should be laid per offence. As such, where the incident in question could fall within more than one offence under Article 2, for example Article 2.7 (public criticism or inappropriate comment) and Article 2.21 (conduct that brings the game into disrepute) a Report should be laid only in respect of the offence which most specifically covers the relevant conduct (in the example above, Article 2.7) **and not both offences.**

## ARTICLE 4 NOTIFICATION PROCEDURE

### **Level 1 Offences, Level 2 Offences, Level 3 Offences and Minimum Over-Rate Offences:**

- 4.1 Where a *Match Referee* receives a *Report* lodged under Articles 3.2.1, 3.2.2, 3.2.3, or Article 3.2 of Appendix 2 (in the case of *Minimum Over-Rate Offences*), he/she must review the *Report* and determine whether the *Player or Player Support Personnel* named in the *Report* has a case to answer in relation to the offence identified in the *Report*. Where the *Match Referee* determines that there is a case to answer, he/she must promptly provide a copy of the *Report*, together with a completed Form “Not 1”, (such documents comprising the ‘*Notice of Charge*’), to the following individuals:
- 4.1.1 the *Player or Player Support Personnel* named in the *Report*, or, where appropriate in the case of an offence under either Article 2.11 (manipulating a *Match*), 2.14 (changing the condition of the ball), or 2.22 (failure to meet the *Minimum Over-Rate*), the relevant *Team Captain*; and
  - 4.1.2 the *Team Manager* of the relevant *Player or Player Support Personnel* named in the *Report*.
- 4.2 Where the *PCB’s Director High Performance* receives a *Report* lodged under Article 3.2.4, he/she must review the *Report* and determine whether *the Player or Player Support Personnel* named in the *Report* has a case to answer in relation to the offence identified in the *Report*. Where the *PCB’s Director High Performance* determines that there is a case to answer, he/she must promptly provide a copy of the *Report*, together with a completed Form “Not 1” (such documents comprising the ‘*Notice of Charge*’), to the following individuals:
- 4.2.1 the *Player or Player Support Personnel* named in the *Report*, or, where appropriate in the case of an offence under either Article 2.11 (manipulating a *Match*), 2.14 (changing the condition of the ball), or 2.22 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; and
  - 4.2.2 the *Team Manager* of the relevant *Player or Player Support Personnel* named in the *Report*.
- 4.3 The *Notice of Charge* shall specify that the *Player or Player Support Personnel* shall have the following three options:
- 4.3.1 he/she may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the *Match Referee’s* discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the *Match Referee* prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the *Match Referee* shall not be required and no further action shall be taken, save that the

PCB shall promptly issue a public statement confirming (if necessary): (a) the commission of an offence under the *Code of Conduct*; and (b) the imposition of the applicable sanction specified in the *Notice of Charge*; or

- 4.3.2 he/she may admit the offence charged but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.1; or
- 4.3.3 he/she may deny the offence charged; in which case the matter shall proceed to a hearing in accordance with Article 5.1.

#### **Level 4 Offences:**

- 4.4 Where the PCB's *Director High Performance* receives a *Report* lodged under Articles 3.2.1, 3.2.2, 3.2.3, 3.2.4 , he/she must promptly conduct a review to determine whether the *Player or Player Support Personnel* named in the *Report* has a case to answer in relation to the specific type and/or level of offence identified in the *Report* (i.e. to determine, in the PCB's opinion, whether the specific type and level of offence noted in the *Report* is properly identified when reviewed against the conduct complained of).
- 4.5 If the initial review of the *Report* reveals that there is no case to answer in relation to the specific type and/or level of offence, then the PCB shall notify the person who filed the *Report* of that fact, advising him/her of the reasons that such a determination has been made and, where applicable, providing guidance on which specific type and level of offence the PCB considers to be appropriate. Upon receipt of such a decision, the person who filed the *Report* shall, notwithstanding the provisions of Article 3.2 and having considered the PCB's guidance in good faith, within a period of twenty-four (24) hours from the time of notification by the PCB, notify the PCB whether he/she wishes to: (a) revise the specific type and/or level of the offence charged, in which case a revised *Report* must be lodged with the PCB within such twenty-four (24) hours period; (b) proceed on the basis of the original *Report* lodged; or (c) withdraw the *Report*.
- 4.6 If the initial review of the *Report* reveals that there is a case to answer, or a revised *Report* is lodged with the PCB pursuant to Article 4.5, then the PCB shall promptly provide a copy of the *Report*, together with a completed Form "Not 1" (such documents comprising the '*Notice of Charge*') to the following individuals:
  - 4.6.1 the *Player or Player Support Personnel* named in the *Report*; and
  - 4.6.2 the *Team Manager* of the relevant *Player or Player Support Personnel* named in the *Report*; and
  - 4.6.3 the *Head/President* of the participant *Cricket Team* to which the relevant *Player or Player Support Personnel* is affiliated.



- 4.7 The *Notice of Charge* shall specify that the *Player or Player Support Personnel* shall have the following options:
- 4.7.1 he/she may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the PCB's discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the *PCB's Director High Performance* prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the *Judicial Commissioner* shall not be required and no further action shall be taken, save that the PCB shall promptly issue a public statement confirming (if necessary): (a) the commission of an offence under the *Code of Conduct*; and (b) the imposition of the applicable sanction specified in the *Notice of Charge*; or
  - 4.7.2 he/she may admit the offence charged but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.2; or
  - 4.7.3 he/she may deny the offence charged; in which case the matter shall proceed to a hearing in accordance with Article 5.2.

## ARTICLE 5 THE DISCIPLINARY PROCEDURE

*NOTE: Where a Match Referee appointed to adjudicate any matter brought under this Code of Conduct is not available / physically present at the relevant Match, then the **Umpire** of the relevant Match will perform duties of all the hearings.*

### **Level 1 Offences, Level 2 Offences, Level 3 Offences and Minimum Over-Rate Offences:**

- 5.1 Where a matter proceeds to a hearing under Article 4.3.2 or 4.3.3, then, subject to Article 5.7 below, the case shall be referred to the *Match Referee* for adjudication in accordance with the following procedure:
- 5.1.1 In the case of *Level 1 Offences, Level 2 Offences, Level 3 Offences* or *Minimum OverRate Offences*, subject to the discretion of the *Match Referee* to order otherwise for good cause shown by the *Player or Player Support Personnel*, the hearing will take place at the time specified in the *Notice of Charge* (which should take place as soon as practicable and, in the absence of exceptional circumstances, **no more eighteen (18) hours** after the receipt by the *Player or Player Support Personnel* of the *Notice of Charge*) and, subject to the note to Article 5 as above, in the *Match* in which the alleged offence was committed. For the avoidance of doubt, nothing in this Article 5.1.1 prevents a hearing from being convened at a time during which the *Match* in relation to which the alleged offence took place, remains in progress.

- 5.1.2 The procedure followed at the hearing shall be at the discretion of the *Match Referee*, provided that the hearing is conducted in a manner which offers the *Player or Player 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 so necessary), address the *Match Referee* and present his/her case.
- 5.1.3 The hearing before the *Match Referee* shall be in either English or Urdu, and certified translations of the English or Urdu documents put before the *Match Referee*. The cost of the translation shall be borne by the party offering such document(s).
- 5.1.4 Where video evidence of the alleged offence is available at the hearing before the *Match Referee*, 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.
- 5.1.5 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Match Referee*: (a) the *Player or Player Support Personnel* who has been charged with the alleged offence; and (b) the person who lodged the *Report* (or, in the case of the PCB's *Chief Executive Officer*, his/her representative/nominee). Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Match Referee* by telephone or video conference (if available). Without prejudice to the *Player or Player Support Personnel's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.1.6, one of the *Team Captain, Team Vice-Captain or Team Manager* of the team that the *Player or Player Support Personnel* represents may also attend such a hearing to provide additional support and assistance to the *Player or Player Support Personnel*.
- 5.1.6 Each of the individuals described in Article 5.1.5 (a) and (b) shall have the right (at his/her or its own expense) to be represented at the hearing before the *Match Referee* by such representative (including legal counsel) of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* 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.
- 5.1.7 The non-attendance of any *Player or Player Support Personnel* or his/her representative at the hearing, shall not prevent the *Match Referee* from proceeding with the hearing in his/her absence and issuing a ruling in relation to the offence charged.
- 5.1.8 At the end of a hearing, where the *Match Referee* 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 (but not carry forward to subsequent day) and make such directions as may be necessary.

5.1.9 Alternatively, at the end of a hearing:

**5.1.9.1** brought under Article 4.3.2:

- (a) as soon as possible after the conclusion of the hearing (and, in any event, no later than two (02) hours thereafter), the *Match Referee* will confirm the *Player or Player Support Personnel's* admission that he/she had committed a *Code of Conduct* offence and announce the substance of his/her decision. Within ten (10) hours after the conclusion of the hearing, the *Match Referee* shall issue his/her written decision, 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.

**5.1.9.2** brought under Article 4.3.3 (or where the *Player or Player Support Personnel* has failed to respond in a timely fashion to the Notice of Charge):

- (a) the *Match Referee* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than one (01) hour), 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 *Match Referee* determines that a *Code of Conduct* offence has been committed, the *Player or Player 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 (02) hour thereafter), the *Match Referee* will announce the substance of his/her decision. Within ten (10) hours after the conclusion of the hearing, the *Match Referee* shall issue his/her written decision, 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.

5.1.10 A copy of the **written** reasoned decision will be provided to the *Player or Player Support Personnel*, the Head of the *Player or Player Support Personnel's Cricket Team*, and the *PCB's Director High Performance* (or any person designated by him for such purpose).

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

#### Level 4 Offences:

- 5.2 Where a matter proceeds to a hearing under Article 4.7.2 or 4.7.3, then the case shall be referred to a *Judicial Commissioner* for adjudication in accordance with the following procedure:
- 5.2.1 As soon as reasonably possible, the PCB shall appoint one member from amongst the panel of independent adjudicators maintained by PCB to act 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, unless otherwise agreed between the parties, during, or in relation to which, the alleged offence was committed.
- 5.2.2 The *Judicial Commissioner* shall convene a preliminary hearing with the individual lodging the *Report* pursuant to Article 3.1 (the *Complainant*) and his/her legal representatives (if any), together with the *Player or Player Support Personnel* and his/her legal representatives (if any). The preliminary hearing should take place as soon as possible by telephone conference call (if necessary) unless the *Judicial Commissioner* determines otherwise. The non-participation, without compelling justification, of the *Player or Player 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 *Player or Player Support Personnel*. Where the initial *Report* was lodged by someone other than the individual described in Article 3.1.3, the PCB will be notified and invited to participate in any such preliminary hearing convened by the *Judicial Commissioner* through its representative.
- 5.2.3 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:
- 5.2.3.1 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 **fourteen (14) days** after the receipt by the *Player or Player Support Personnel* of the *Notice of Charge*.
- 5.2.3.2 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 *Player or Player 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 its discretion) submit a reply brief, responding to the answer brief of the *Player or Player 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

5.2.3.3 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.

- 5.2.4 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 Gaddafi Stadium / National Cricket Academy (NCA), Lahore.
- 5.2.5 The procedure followed at the hearing shall be at the discretion of the *Judicial Commissioner*, provided that the hearing is conducted in a manner which offers the *Player or Player 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.
- 5.2.6 The hearing before the *Judicial Commissioner* shall be in English/Urdu, (and if required certified English/Urdu translations of documents) put before the *Judicial Commissioner*. If required by the *Judicial Commissioner* (at his/her discretion), the PCB shall make arrangements to have the hearing recorded or transcribed.
- 5.2.7 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.
- 5.2.8 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Judicial Commissioner*: (a) the *Player or Player Support Personnel* who has been charged with the alleged offence; and (b) the *Complainant* (or, in the case of the PCB's *Chief Executive Officer*, his/her representative/nominee). Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Judicial Commissioner* by telephone or video conference (if available or necessary). In addition, a representative of the

PCB's legal department shall be entitled to attend any such hearing. Without prejudice to the *Player or Player Support Personnel's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.2.9, one of the *Team Captain, Team Vice-Captain or Team Manager* of the *team* that the *Player or Player Support Personnel* represents may also attend such hearing to provide additional support and assistance to the *Player or Player Support Personnel*.

- 5.2.9 Each of the individuals described in Article 5.2.8(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.
- 5.2.10 The non-attendance of the *Player or Player 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.
- 5.2.11 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.
- 5.2.12 Alternatively, at the end of a hearing:
- 5.2.12.1 brought under Article 4.7.2:
- (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 *Player or Player Support Personnel's* admission that he/she had committed a *Code of Conduct* offence and announce the substance of his/her decision. Within seven (07) days after conclusion of the hearing, the *Judicial Commissioner* shall announce his/her written decision, 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.
- 5.2.12.2 brought under Article 4.7.3 (or where the *Player or Player 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 *Player or Player 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 forty-eight (48) hours thereafter), the *Judicial Commissioner* will announce the substance of his/her decision. Within seven (07) days after conclusion of the hearing, the *Judicial Commissioner* shall announce his/her written decision, 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.

5.2.13 A copy of the written reasoned decision will be provided to the *Player or Player Support Personnel*, the *Head/President* of the *Player or Player Support Personnel's Cricket Team*, the *Complainant* and the *PCB's Domestic Cricket Operations Department*.

5.2.14 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.

### **General Principles of Procedure**

5.3 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 *Player or Player 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 *Match Referee* or *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).

- 5.4 Where two or more *Players or Player 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, as follows:
- 5.4.1 any number of *Level 1 Offences* and/or *Level 2 Offences* and/or *Level 3 Offences* can all be determined by a *Match Referee* at the same hearing; and
  - 5.4.2 any number of *Level 4 Offences* can all be determined by a *Judicial Commissioner* at the same hearing; and
  - 5.4.3 a *Level 1 Offence* and/or *Level 2 Offence* and/or *Level 3 Offence* can be determined by a *Judicial Commissioner* at the same hearing as a *Level 4 Offence*; but
  - 5.4.3 a *Level 4 Offence* cannot be determined by a *Match Referee* at the same hearing as a *Level 1 Offence* or a *Level 2 Offence* or a *Level 3 Offence*, and separate proceedings should therefore be issued in relation to each alleged offence.
- 5.5 Where a *Player or Player 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, as follows:
- 5.5.1 any number of *Level 1 Offences* and/or *Level 2 Offences* and/or *Level 3 Offences* can all be determined by a *Match Referee* at the same hearing; and
  - 5.5.2 any number of *Level 4 Offences* can all be determined by a *Judicial Commissioner* at the same hearing; and
  - 5.5.3 a *Level 1 Offence* and/or *Level 2 Offence* and/or *Level 3 Offence* can be determined by a *Judicial Commissioner* at the same hearing as a *Level 4 Offence*; but
  - 5.5.3 a *Level 4 Offence* cannot be determined by a *Match Referee* at the same hearing as a *Level 1 Offence* or a *Level 2 Offence* or a *Level 3 Offence*, and separate proceedings should therefore be issued in relation to each alleged offence.
- 5.6 Any failure or refusal by any *Player or Player Support Personnel* to provide assistance to a *Match Referee* or *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 Article 2.20 of the *Code of Conduct*.
- 5.7 Where a *Match Referee* lodges a *Report* with the *PCB's Director High Performance* pursuant to Article 3.2, and, pursuant to Article 4.2, the *PCB's Director High Performance* determines that there is a case to answer, he/she shall appoint a member of the *PCB's Code of Conduct Commission* (who shall have had no prior involvement with the case and shall not, unless otherwise agreed between the parties participating in



the *Match* during, or in relation to which, the alleged offence was committed) to hear the case as a replacement to the *Match Referee* and all of the remaining procedure will apply accordingly.

- 5.8 In addition to, and notwithstanding, Article 5.7 above, where a *Match Referee* 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's Director High Performance* shall have the discretion to appoint such other referee as the PCB deems to be appropriate in all the circumstances. Where other referee is unwilling or unable to hear the case, a member of the *PCB's Code of Conduct Commission* (who shall have had no prior involvement with the case and shall not, unless otherwise agreed between the parties, be from the teams participating in the *Match* during, or in relation to which, the alleged offence was committed) as a replacement to the *Match Referee* and all of the remaining procedure will apply accordingly.
- 5.9 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 Chairman shall have the discretion to appoint another member from the panel of independent adjudicators (who shall have had no prior involvement with the case and shall not, unless otherwise agreed between the parties, be from the teams participating in the *Match* during, or in relation to which, the alleged offence was committed) as a replacement to the *Judicial Commissioner* and all of the remaining procedure will apply accordingly.
- 5.10 The PCB will issue a public announcement (if necessary) regarding any decision of the *Match Referee* or *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 (if necessary) 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 (if necessary) 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 (or any relevant *Teams*) publicly confirming the date of the hearing, the offence that is alleged to have been committed and/or the name of the *Player* or *Player Support Personnel* charged.

## **ARTICLE 6 STANDARD 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 *Match Referee* or *Judicial Commissioner* is comfortably satisfied, bearing in mind the seriousness of the allegation that is made, that the alleged offence has been committed. This standard of proof in all cases shall be determined on a sliding scale from, at a minimum, a mere balance of probability (for the

least serious offences) up to proof beyond a reasonable doubt (for the most serious offences).

- 6.2 The *Match Referee* or *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 *Match Referee* or *Judicial Commissioner* may draw an inference adverse to the *Player* or *Player 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 *Match Referee* or *Judicial Commissioner*) and/or to answer any relevant questions.

## **ARTICLE 7 SANCTIONS ON PLAYERS AND PLAYER SUPPORT PERSONNEL**

*COMMENT: The aim of the sanctioning regime under this Code of Conduct is to (a) sanction those Players and Player Support Personnel found to have committed an offence under the Code of Conduct, and (b) to act as a deterrent to other Players and Player Support Personnel to deter them from conducting themselves improperly on and off the "field of play". The PCB believes that the threat of a suspension is the strongest deterrent to bring about a change in behavior, hence the system of accumulated **financial punishment** which is included in the Code of Conduct.*

- 7.1 Where a *Match Referee* or *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 *Player* or *Player Support Personnel*.
- 7.2 In determining the appropriate sanction, the *Match Referee* or *Judicial Commissioner* shall take into account any factors that he/she deems relevant and appropriate to the mitigation or aggravation of the nature of the *Code of Conduct* offence before determining, in accordance with the table set out in Article 7.3 below, what the appropriate sanction(s) should be.
- 7.3 In addition to sanctions imposed by a *Match Referee* or *Judicial Commissioner* under Article 7.2 above, financial punishment/match suspension will be imposed upon a *Player* or *Player Support Personnel* found to have committed an offence under the *Code of Conduct*. The number of suspensions imposed will be calculated by reference to the sanction imposed for the particular offences, as set out in the following table.

Same table

<b>LEVEL OF OFFENCE</b>	<b>RANGE OF PERMISSIBLE SANCTIONS (<u>FIRST</u> OFFENCE)</b>	<b>RANGE OF PERMISSIBLE SANCTIONS (<u>SECOND</u> OFFENCE WITHIN THE SAME SEASON)</b>	<b>RANGE OF PERMISSIBLE SANCTIONS (<u>THIRD</u> OFFENCE WITHIN THE SAME SEASON)</b>	<b>RANGE OF PERMISSIBLE SANCTIONS (<u>FOURTH AND SUBSEQUENT</u> OFFENCES WITHIN THE SAME SEASON)</b>
LEVEL 1	Warning and/or the imposition of a fine of up to 70% of the applicable <i>Match Fee</i> .	The imposition of a fine of between 70-100% of the applicable <i>Match Fee</i> or up to Two (02) <i>Match Suspension</i>	The imposition of between Three (03) to four (04) <i>Match</i> bans	The imposition of between Five (05) to Seven (07) <i>Match</i> bans
LEVEL 2	The imposition of a fine of between 70-100% of the applicable <i>Match Fee</i> or up to Two (02) <i>Match Suspension</i>	The imposition of between Three (03) to four (04) <i>Match</i> bans	The imposition of between Five (05) to Seven (07) <i>Match</i> bans	The imposition of a suspension for a period of six (06) months
LEVEL 3	The imposition of between Three (03) to four (04) <i>Match</i> bans	The imposition of between Five (05) to Seven (07) <i>Match</i> bans	The imposition of a suspension for a period of six (06) months	The imposition of suspension for a period of one (01) year
LEVEL 4	The imposition of a suspension for a period of six (06) months	The imposition of suspension for a period of one (01) year		
Minimum Over Rate Offences	See specific sanctions described in the table at Article 4 of Appendix 2.	N/A	N/A	N/A

It is however clarified that any sanctions imposed on a *Players* and *Player Support Personnel* for his breach of this Code of Conduct shall be carried forward till the duration of the sanction imposed has been served.

- 7.4 For the avoidance of any doubt:
- 7.4.1 the *Match Referee* or *Judicial Commissioner* will have no jurisdiction to adjust, reverse or amend the results of any *Match*;
  - 7.4.2 where a *Player* or *Player 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 sanctioned separately for each offence, then any sanctions should run **cumulatively** (and not concurrently);
  - 7.4.3 where a *Player* or *Player 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 sanctioned separately, then any sanctions imposed should run **concurrently** (and not cumulatively);
  - 7.4.4 nothing in this *Code of Conduct* shall permit plea bargaining in relation to any alleged offence committed under this *Code of Conduct*;
  - 7.4.5 where the *Match Referee* or *Judicial Commissioner* finds a *Player* or *Player Support Personnel* not guilty of the offence allegedly committed under the *Code of Conduct*, then it remains open to him/her, at his/her discretion, to find the *Player* or *Player Support Personnel* guilty of an offence of a lower level than that with which he/she has been charged. For example where a *Player* or *Player Support Personnel* has been charged with (but been found not guilty of) 'showing dissent at an *Umpire's* decision' (Article 2.8) at Level 2, the *Match Referee* may, instead, find the *Player* or *Player Support Personnel* guilty of the same offence at Level 1 and impose an appropriate sanction; and
  - 7.4.6 where a fine and/or costs award is imposed against a *Player* or *Player Support Personnel*, then such fine and/or costs award must be paid: (a) by the *Player* or *Player Support Personnel* (and not any other third party, including a participating Team); (b) to the *Player* or *Player Support Personnel's* participating Team (for onward transmission to the PCB) within one calendar month of receipt of the decision imposing the fine. However, the PCB will consider any request from any *Player* or *Player Support Personnel* to make the payment of such fines and/or costs over a prolonged period of time on the grounds of financial hardship. Should any fine and/or costs award (or agreed part payment or installment thereof) not be paid to the relevant *Cricket Team* within such deadline or by the time of the next agreed payment date, the *Player* or *Player Support Personnel* may not play, coach or otherwise participate or be involved in any capacity in any *Match* until such payment has been satisfied in full.
- 7.5 Where a *Player* or *Player Support Personnel* has had *Suspension* imposed against him/her or has been suspended for a fixed period of time, he/she may not play, coach or otherwise participate or be involved in any capacity in the *Match(es)* which: (a) are covered by the application of his/her *Suspension* as determined in accordance with Article 7.3; or (b) take place during the fixed period of his/her *suspension*.

**NOTE:** For the avoidance of any doubt, a Player or (where relevant) Player Support Personnel who has had Suspension imposed against him/her or has been suspended for a fixed period of time shall not, during the Matches which are covered by his/her Suspension or the period of suspension:

(a) be nominated as, or carry out any of the duties or responsibilities of, a substitute fielder; or

(b) enter any part of the playing area (which shall include, for the avoidance of doubt, the field of play and the area between the boundary and perimeter boards) at any time, including during any scheduled or unscheduled breaks in play.

In addition, Player Support Personnel so sanctioned shall not be permitted to enter the players' dressing room (including the viewing areas) during any Match covered by his/her Suspension or the period of suspension. Players so sanctioned will, however, be permitted to enter the players' dressing room provided that the players' dressing room (or any part thereof) for the relevant Match is not within the player area described in (b) above (for example, no such Player shall be permitted access to an on-field 'dug-out').

Finally, any Player or Player Support Personnel so sanctioned shall not be prevented from attending any post-match ceremonies or presentations taking place anywhere on the field of play or otherwise following the conclusion of an Match covered by his/her Suspension or the period of suspension unless the suspension or Suspension period have been imposed in respect of a Level 3 or Level 4 Offence under this Code of Conduct. In such circumstances, the Player or Player Support Personnel shall not be permitted to attend such ceremonies or presentations.

7.6 Once any Match Suspension or fixed period of suspension has expired, the Player or Player Support Personnel will automatically become re-eligible to participate (in the case of a Player) or assist the participation (in the case of a Player Support Personnel) in Matches provided that he/she has paid, in full, all amounts forfeited under the Code of Conduct, including any fines, compensatory awards or award of costs that may have been imposed against him/her.

## **ARTICLE 8 APPEALS**

**NOTE:** For the avoidance of doubt, the right of appeal will be determined by reference to the level of offence which the decision of the Match Referee or Judicial Commissioner (as applicable) relates to, and not necessarily the Level of offence originally reported.

By way of example, a Judicial Commissioner may have been asked to determine a Level 4 Offence, but in coming to his/her decision, he/she has exercised the right afforded to him/her in Article 7.4.5 and found the Player or Player Support Personnel concerned not guilty of the Level 4 Offence, but guilty of a Level 3 Offence. In such circumstances, the right of appeal shall be determined on the basis of the Level 3 Offence and thus in accordance with Article 8.2.

In circumstances where the application of this note would lead to the same level of adjudicator hearing the appeal as heard the first instance case, then the relevant adjudicatory body shall be the higher body. By way of example, in the example listed above, an Appeal Panel would

*have the jurisdiction to hear the appeal against the Level 3 Offence even though technically under the Code of Conduct a Judicial Commissioner would hear the appeal, as the first instance hearing was held before a Judicial Commissioner. The terms of this Article 8 should therefore be construed accordingly.*

### **8.1 Appeals from decisions in relation to a Level 1 Offence**

8.1.1 Decisions made under the *Code of Conduct* by a *Match Referee* in relation to a Level 1 Offence (First Offense Only) shall be non-appealable and shall remain the full and final decision in relation to the matter.

### **8.2 Appeals from decisions in relation to: (a) a Level 2 or Level 3 Offence; or (b) a Minimum Over Rate Offence**

8.2.1 Decisions made under the *Code of Conduct* by a *Match Referee* in relation to: (a) a *Level 2 or Level 3 Offence*; or (b) a *Minimum Over Rate Offence*, may be challenged solely by appeal as set out in this Article 8.2. Such decision shall remain in effect while under appeal unless any *Judicial Commissioner* properly convened to hear the appeal orders otherwise.

8.2.2 The only parties who may appeal a decision of this nature shall be: (a) the *Player or Player Support Personnel* found guilty of the offence or, where appropriate in the case of an offence under either Article 2.11 (manipulation of an *Match*), 2.14 (changing the condition of the ball), or 2.22 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; (b) the person who lodged the *Report* pursuant to Article 3.1; and (c) the *PCB's Chief Executive Officer* (or his/her designee).

8.2.3 Any notice to appeal under this Article must be lodged with the *PCB's Director High Performance* within 48 hours of receipt of the written decision of the *Match Referee*. In all cases, a copy of such notice will also be provided to the *Head/President* of the participating *Cricket Team* to which the *Player or Player Support Personnel* is affiliated and the person who lodged the *Report* pursuant to Article 3.1. Thereafter, the following will apply:

8.2.3.1 Upon filing a Notice of Appeal pursuant to this Article 8.2, the party appealing the decision shall pay to the PCB an appeal fee of PKR 100,000 (the "**Appeal Fee**"). In circumstances where the appeal is successful (i.e. where either the sanction originally imposed is reduced, and/or the decision on guilt is overturned), the *Appeal Fee* shall be refunded to the appealing party.

8.2.3.2 Within 48 hours of receipt of a notice to appeal: (a) the PCB's Chairman will appoint an adjudicator from amongst the panel of Adjudicators maintained by PCB who will be neutral, to act as *Judicial Commissioner* and hear the appeal sitting alone; and (b) the *Match Referee* will provide a written statement to the *PCB's Director High Performance* setting our

any relevant facts (to be copied to the *Player or Player Support Personnel*).

8.2.3.3 The provisions of Articles 5.1.2 to 5.1.11, applicable to proceedings before the *Match Referee*, 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 *Judicial Commissioner*.

8.2.3.4 The *Judicial Commissioner* shall hear and determine all issues arising from any matter which is appealed pursuant to this Article on a *de novo* basis, i.e. he/she shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. For the avoidance of doubt, the *Judicial Commissioner* 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 the table in Article 7.3 (or, where applicable, Article 4 of Appendix 2).

8.2.3.5 Appeal hearings pursuant to this Article 8.2 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than seven (07) days after the appointment of the member of the *Judicial Commissioner*. It shall be open to the *Judicial Commissioner*, in his/her discretion, to determine that the matter (or any part thereof) be dealt with by way of written submissions only.

8.2.3.6 Any decision made by the *Judicial Commissioner* under this Article 8.2, shall be the full, final and complete disposition of the matter and will be binding on all parties.

### **8.3 Appeals from decisions in relation to a Level 4 Offence**

8.3.1 Decisions made under the *Code of Conduct* by a *Judicial Commissioner* in relation to a Level 4 Offence may be challenged solely by appeal as set out in this Article 8.3. Such decision shall remain in effect while under appeal unless any properly convened *Appeal Panel* orders otherwise.

8.3.2 The only parties who may appeal a decision made in relation to a Level 4 Offence shall be: (a) the *Player or Player Support Personnel* found guilty of the offence; (b) the person who lodged the *Report* pursuant to Article 3.1; and (b) the *PCB's Chief Executive Officer* or his/her nominee.

8.3.3 Any notice to appeal under this Article must be lodged with the *PCB's Director High Performance* within seven (7) days of receipt of the written decision of the *Judicial Commissioner*. In all cases, a copy of such notice will also be provided to the *Head/President* of the relevant *Cricket Team* to which the *Player or Player Support Personnel* is affiliated. Thereafter, the following will apply:

- 8.3.3.1 Upon filing a Notice of Appeal pursuant to this Article 8.3, the party appealing the decision shall pay to the PCB an *Appeal Fee*. In circumstances where the appeal is successful, the *Appeal Fee* shall be refunded to the appealing party.
- 8.3.3.2 Within seventy-two (72) hours of receipt of a notice to appeal: (a) the PCB's Chairman will appoint three members to sit as the *Appeal Panel* to hear the appeal; and (b) the *Judicial Commissioner* will provide a written statement to the *PCB's Director High Performance* setting out any relevant facts (to be copied to the *Player or Player Support Personnel*).
- 8.3.3.3 The provisions of Articles 5.2.2 to 5.2.14, 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*.
- 8.3.3.4 Where required in order to do justice (for example to cure procedural errors at the first instance hearing), the appeal shall take the form of a re-hearing *de novo* of the issues raised by the case. In all other cases, the appeal shall not take the form of a *de novo* hearing but instead shall be limited to a consideration of whether the decision being appealed was erroneous.
- 8.3.3.5 Appeal hearings pursuant to this Article 8.3 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*. It shall be open to the *Appeal Panel*, in its discretion, to determine that the matter (or any part thereof) be dealt with by way of written submissions only.
- 8.3.3.6 Any decision made by the *Appeal Panel* under this Article 8.3, 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**

- 8.4.1 For the avoidance of doubt, where a *Player or Player Support Personnel* admits the offence charged and accedes to the proposed sanction specified in the Notice of Charge in accordance with the procedure described in Articles 4.3.1 or 4.7.1, the *Player or Player Support Personnel* waives his/her right to any appeal against the imposition of such a sanction.

### **ARTICLE 9 RECOGNITION OF DECISIONS**

- 9.1 Any hearing results or other final adjudications under the *Code of Conduct* shall be recognized and respected by the PCB and its relevant *Teams* automatically upon receipt of notice of the same, without the need for any further formality. Each of the PCB and its



relevant *Cricket Teams* shall take all steps legally available to it to enforce and give effect to such decisions.

- 9.2 It shall be a condition of membership of the PCB that all relevant *Cricket Teams* shall comply with the *Code of Conduct*.

#### **ARTICLE 10 SANCTIONS AND COSTS ASSESSED AGAINST CRICKET TEAMS**

- 10.1 Where *Players or Player Support Personnel* representing one *Cricket Team* commit *Level 2, Level 3 or Level 4 offences* (which must arise from at least 6 separate *Code of Conduct* offences) within a twelve month period, that relevant *Cricket Team* shall be deemed to have failed to ensure that their *Players or Player Support Personnel* uphold the Spirit of Cricket and consequently the PCB may, in its absolute discretion, impose a fine on the relevant *Cricket Team* **(up to a maximum of PKR 500,000)**.

#### **ARTICLE 11 AMENDMENT AND INTERPRETATION OF THE CODE OF CONDUCT**

- 11.1 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.
- 11.2 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.
- 11.3 The *Code of Conduct* shall come into full force and effect on 14<sup>th</sup> September 2019 (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.

- 11.4 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

**Appeal Fee.** As defined in Article 8.2.3.1.

**Appeal Panel.** A panel of three persons appointed by the PCB Chairman to perform the functions assigned to the *Appeal Panel* under the *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*.

**Complainant.** As defined in Article 5.2.2.

**Constituent Member.** Any constituent member of the PCB whose Cricket Team is participating in a PCB Event or Tournament.

**Cricket Team.** A squad representing a national cricket team (such as Pakistan A etc.) or a regional entity which is a member of or is recognized by the PCB as the entity governing the sport of cricket in a particular territorial jurisdiction.

**Effective Date.** As defined in Article 11.3.

**Head/President of the Cricket Team.** The person heading a Constituent Member of the PCB, such as President of the Cricket Association whose Cricket Team is participating in a PCB Event or Tournament.

**Judicial Commissioner.** The independent person appointed by the PCB from amongst the panel of adjudicators maintained by PCB, 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.

**Match.** 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 Fee.** The designated match fee (which is to be used for the purposes of calculating sanctions in accordance with Article 7) as determined by PCB from time to time.

**Match Referee.** The independent person appointed by the PCB (or any other relevant party) as the official match referee for a designated *Match*, whether such *Match Referee* carries out

his/her functions remotely or otherwise. Where a *Match Referee* is not physically present at a particular *Match*, he/she may be assisted in the administrative performance of his/her duties under this *Code of Conduct* by any official ‘Match Manager’ (if appointed) who may be appointed to officiate at such *Match*.

**Minimum Over Rate.** As defined in Appendix 2 of this *Code of Conduct*.

**Minimum Over Rate Offence.** Any of the offences described in Appendix 2.

**More than one day duration Match.** As defined in the *PCB Classification of Official Cricket*.

**Notice of Charge.** As defined in Article 4.1, 4.2 and/or Article 4.6.

**One Day Match.** As defined in the *PCB Classification of Official Cricket*.

**PCB.** The Pakistan Cricket Board.

**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 Classification of Official Cricket.** The *PCB Classification of Official Cricket*, in force from time to time.

**PCB’s Clothing and Equipment Regulations.** The PCB’s Clothing and Equipment Regulations or guidelines, in force from time to time.

**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 Match Officials and Match Official Support Personnel.** The code of conduct put in place by PCB for match officials and match official support personnel, as in force from time to time.

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

**PCB Event or Tournament.** 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 Standard More than one duration match, OD and T20 Playing Conditions.** Each of PCB’s Men’s and Women’s More than one day match, One Day Domestic and Twenty20 Domestic Playing Conditions, in force from time to time.

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

**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 Team* in any *Match*.

**Report.** As defined in Article 3.1.

**Suspension.** The match or duration of suspension imposed against any *Player* or *Player Support Personnel* pursuant to Article 7 of the *Code of Conduct*.

**Team Captain or Vice-Captain.** The official captain or vice-captain of any *Cricket Team* participating in a *Match*.

**Team Manager.** The official manager of any *Cricket Team* participating in a *Match*.  
**Twenty20 Domestic Match.** As defined in the *PCB Classification of Official Cricket*.

**Umpire.** Any umpire (including any third or other umpires from PCB's Panel of Umpires) appointed to officiate in a *Match*.

## APPENDIX 2 –

### **MINIMUM OVER RATE REQUIREMENTS, CALCULATION, REPORTING, DISCIPLINARY PROCESS AND SANCTIONS**

#### **1. Minimum Over Rate**

The minimum over rate to be achieved by the fielding team in all *Matches* shall be as set out in the PCB's All Formats Playing Conditions applicable to the relevant *Match* (the "*Minimum Over Rate*").

#### **2. Calculating the Actual Over Rate**

- 2.1 The actual over rate will be calculated at the end of each *Match* by those *Umpires* appointed to officiate in such *Match*. In the case of longer version matches (or other *Matches* of at least two days in duration), the actual over rate will be the average rate which is achieved by the fielding team across both of the batting Team's innings.
- 2.2 In calculating the actual over rate for a *Match*, allowances will be given for the actual time lost as a result of any of the following:
  - 2.2.1 treatment given to a *Player* by authorized medical personnel on the field of play;
  - 2.2.2 a *Player* being required to leave the field as a result of a serious injury;
  - 2.2.3 all TV *Umpire* referrals and consultations;
  - 2.2.4 time wasting by the batting side (which may, in addition, constitute a separate offence pursuant to Article 2.20 depending upon the context and seriousness of the incident); and
  - 2.2.5 all other circumstance that are beyond the control of the fielding team.
- 2.3 In addition, the following time allowances will only be given in:
  - 2.3.1 More than one day duration *Match*):
    - (a) 2 minutes per wicket taken, provided that such wicket results in the subsequent batter immediately commencing his/her innings. For the avoidance of any doubt, no time allowance will be given for the final wicket of an innings or where a wicket falls immediately prior to any interval; and
    - (b) 4 minutes per drinks break taken (one per session).
  - 2.3.2 Twenty20 Domestic *Matches*:
    - (a) **1 minute** for every **3 full overs** that an innings is reduced by as a result of any delay and/or interruption in play.

2.4 Further, where the batting team:

2.4.1 in a More than one day duration Match) is bowled out in 3½ hours or less (taking into account all of the time allowances described in this Article 2) in any particular innings, no account shall be taken of the actual over rate in that innings when calculating the actual over rate at the end of such *Match*.

**Note:** in final calculation whether first or second innings after calculating result comes in + plus then these over will be added in the last over rate calculation but if result after calculation comes in minus then no addendum in the final calculation.

2.4.2 in either a One Day Match or a Twenty20 Match a Team is bowled out within the time determined for that innings pursuant to the PCB's OD or T20 Playing Conditions (as applicable), no sanction may be imposed in respect of a breach of the *Minimum Over Rate*.

### 3. Procedure

3.1 Where the actual over rate is calculated by the *Umpires* as being equal to or in excess of the *Minimum Over Rate*, no further action shall be taken.

3.2 Where the actual over rate is calculated by the *Umpires* as being less than the *Minimum Over Rate*, the following shall apply:

3.2.1 only the *Umpires* that officiated in the *Match* during which the alleged offence was committed can report such an offence to the *Match Referee*, and such *Report*, which must be completed on Form "Rep 1" must be lodged with the *Match Referee* (or, where, for logistical reasons, it is impractical to lodge with the *Match Referee*, the PCB's Domestic Cricket Operations Department) within 72 hours of the close of the day's play in the relevant *Match* or prior to the start of the following day's play, whichever is the sooner;

3.2.2 thereafter, the *Match Referee* shall promptly consult with the *Umpires* and shall be entitled, after such consultation, to make such amendments to the actual over rate calculation as he/she deems appropriate in the circumstances to reflect those circumstances that are beyond the control of the fielding team (including, but not limited to those set out in Article 2 of this Appendix 2).

3.2.3 where the *Match Referee* confirms that the *Minimum Over Rate* has not been achieved by the fielding side in any *Match*, this shall constitute an offence under Article 2.22 of the *Code of Conduct* and the *Match Referee* will promptly issue a *Notice of Charge* in accordance with Article 4.1 of the *Code of Conduct* (with the *Team Captain* being charged on behalf of the *Players* in the fielding side as well as him/herself) and the matter will be thereafter be adjudicated by the *Match Referee* in accordance with the procedure set out in Article 5.

### 4. Applicable Sanctions for a *Minimum Over Rate Offence*

- 4.1 The principles set out in Article 7 (regarding sanctions) shall be applied in full.
- 4.2 For the purposes of *Minimum Over Rate Offences* only, the table at Article 7.3 of the *Code of Conduct* shall be replaced with the following:

Level of Offence	More than One Day Match				
	Range of Permissible Sanctions				
Minimum over rate offences	1-2 over short	3-4 overs short	5-6 overs short	7-8 overs short	9 or more overs short
	Rs. 8,000 per over per team	Rs. 12,000 per over per team plus penalty for previous overs	Rs. 16,000 per over per team plus penalty for previous overs	Rs. 20,000 per over per team plus penalty for previous overs	Rs. 25,000 per over per team plus penalty for previous overs

Level of Offence	One Day Match				
	Range of Permissible Sanctions				
Minimum over rate offences	1-2 over short	3-5 overs short	6 or more overs short	-----	
	Rs. 10,000 per over per team	Rs. 12,000 per over per team plus penalty for previous overs	Rs. 16,000 per over per team plus penalty for previous overs		

Level of Offence	T-20 Match				
	Range of Permissible Sanctions				
Minimum over rate offences	1 over short	2-4 overs short	5 or more overs short		
	Rs. 10,000 per over per team	Rs. 15,000 per over per team plus penalty for previous over	Rs. 20,000 per over per team plus penalty for previous overs		