



CRICKET
SWEDEN

Code of Conduct

Why is a code of conduct important?

The Swedish Cricket Federation's task is to make it possible for children, young people and adults to be able to train and compete in cricket in an organized form at different levels. The Swedish Cricket Federation (SCF) shall also drive the development of Swedish cricket forward so that appropriate conditions are available for children, young people and adults to be able to – and want to be able to – develop as cricket players and as persons, regardless of whether they play cricket in order to be with their friends or aim for a professional international career.

Cricket is a passion that unites many people. However, the passion is sometimes extinguished for children, young people and adults because they do not feel welcome. Or safe.

Those who contribute to someone feeling bad, putting the shoes on the shelf or throwing the bat in the trash can, are often not aware of it themselves. People seldom want to hurt someone on purpose, yet it can go wrong.

In order for the Swedish Cricket Federation to succeed in its task of bringing Swedish cricket forward, a high level of professionalism and leading by example is required. Therefore, SCF's code of conduct serves as a guideline and as a clarification regarding which behaviors are not accepted within the association's activities.

The code of conduct covers persons with assignments within SCF's operations:

- coaches and other leaders for national teams
- players with national team assignments
- coaches and other leaders in regional organizations
- elected representatives in the Federal Board
- members of committees and commissions
- match officials and referees
- assignment/project/or permanent employees at SCF's office
- other officials with assignments from SCF (remunerated as well as non-remunerated assignments)

In general, SCF wants to support people with assignments within the Swedish Cricket Federation to follow the code of conduct and not primarily to punish actions that violate the code.

However, there is a mutual responsibility for all of us with assignments within SCF to understand and adopt the code of conduct, making it an integrated part in all parts of our activities.

Having an assignment within the Swedish Cricket Federation is a trust and not a right - the code of conduct aims to help us fulfill that trust!

Violations and Consequences

We have chosen to put the points in alphabetical order, hence not in order of priority. Under some points there is more background so that we can jointly create a consensus within Swedish cricket.

Under certain points is a description of the consequences if you act in a way that violate the code of conduct. For the items that do not have a description, the general guidelines for violations and consequences described below apply.

All incidents where there is suspicion of crime must be reported to the police and the persons who are notified of the suspicions must be suspended from all operations until the investigation is complete.

SCF routinely requests a limited police record extract from everyone who has continuous contact with children and young people within SCF's activities. The record extract must be ordered from the Swedish Police Authority by the person it concerns and presented to the executive manager in charge.

A persons convicted of a crime will not get any assignments within SCF.

Approach

When it comes to development, it is important to have mutual respect between players and coach, employees and managers, staff and elected representatives. If you as a coach, manager or elected representative expect the players/employees/staff to have a desire to develop and do their best, you need to be curious and develop your own skills as a leader to the same extent.

As a coach/manager/elected representative, you can initiate a learning culture, i.e. a culture where a desire to constantly make each other improve exists and where dialogue and reflection about one's own and others' development are natural and positive elements in everyday life.

Remember that as a coach, colleague, elected representative and fellow human being, you are responsible for contributing to creating environments where people feel welcome, safe and can develop in an optimal way. This applies regardless of it is on a cricket field, in a lecture room, in the office, in the boardroom or in other situations connected to Cricket Sweden.

If there are discriminatory factors or actions that you cannot affect, alert the nearest operational manager, the Secretary General or SCF's board.

In case of serious abuse, report directly to RF's whistleblower service:

<https://report.whistleb.com/sv/riksidrottsforbundet>

Support

If you have questions, comments or if you need support - contact the nearest operational manager, the Secretary General or SCF's board. Anyone employed by SBBF can also contact the union.

Through the Safe Sport initiative (Trygg Idrott), RF has established a sports ombudsman and a whistleblower service.

Via Safe Sport there is also the Sports Movement's code of conduct, policy documents against sexual abuse and harassment, as well as guidance on how the sports movement creates safe environments.

<https://report.whistleb.com/sv/riksidrottsforbundet>

Safe Sport

Support can also be obtained via BRIS - Children's Rights in Society. BRIS has a helpline for sports managers, telephone number 077-44 000 42 and one for children, telephone number 116 111.

Codes of conduct

Alcohol

Offering a safe environment is the most fundamental basis of our association. The fact that we strive for high professionalism and quality within our operations means that there are restrictions regarding alcohol in connection with activities linked to SCF.

Leaders for children and young people under the age of 18

Alcohol must never be consumed while on duty in connection with activities for children and young people under the age of 18.

Elected representative, leader, official, assignment or permanent employee

In all activities and at all events where you represent SCF as a player, elected representative, leader, official, assignment or permanent employee - no more than two glasses of wine or beer may be consumed.

Cricket Sweden clothes must not be used in public when consuming alcohol.

Everyone takes responsibility for their own consumption, but is at the same time asked to act if someone else representing SCF behaves in an offensive or drunk way. In that case, the incident must be reported immediately to the nearest operational manager or the Secretary General.

Alcohol is never served to people under the age of 18 or in their presence. When alcohol is served as part of an event where people representing Cricket Sweden are guests, and there are players younger than 18 years who participate, the limit of alcohol for SCF's representatives is the same as for driving in Sweden.

Consequences for violation can be temporary suspension from assignment, rehabilitation and permanent termination of assignment.

Discrimination

It is important that everyone who is connected to SCF's activities constantly has a norm critical approach if there are discriminatory factors resulting in that players, leaders, officials, colleagues, employees or elected representatives do not feel welcome or cannot contribute or develop in an optimal way due to any form of discrimination in the activities. Since the society at large makes a distinction between people, it is of outmost importance that we do not do this. Everyone should be and feel welcome.

Discrimination according to Swedish legislation is when someone is disadvantaged or offended due to one of the seven grounds of discrimination:

1. gender
2. transgender identity or expression
3. ethnicity
4. religion or other belief
5. disability
6. sexual orientation
7. age

In addition to these seven grounds of discrimination, we need to plan our activities so that socio-economics does not become a factor that prevents individuals to participate.

Bullying and harassment

Bullying is a major social problem and obviously also occurs in sports. All adults have a responsibility to prevent bullying and offensive actions within the organization and act when something happens. It is particularly important that we as leaders within SCF also understand how social media can become a tool for bullying and degenerate behavior, and cooperate to prevent this.

Examples of some offensive actions:

- to speak badly about someone or call each other ugly names
- to tease, make faces, laugh at or whisper about someone
- to ignore/make someone invisible
- to lie maliciously
- to hit or argue with someone
- to steal, hide or destroy someone's belongings
- to joke at someone else's expense or ridicule someone

Corruption

Conflict of interest

It is easy to damage trust in an organization, but painstaking and time-consuming to rebuild it. For this reason, we all have a responsibility to make ethical choices based on our assignment within SCF. A person who has an assignment within SCF – an employee, an elected representative or someone else - must never abuse their position.

A conflict of interest is a situation that can disturb confidence in a certain person's impartiality in connection with the handling of a matter. When employees and elected representatives handle and make decisions, it must therefore be carried out in an objective and impartial manner.

The conflict of interest rules apply to all case handling and are addressed to anyone who can in any way influence its outcome. In the first place, the rules apply to the person who presents a proposal and the person who takes a decision on the presented proposal, but also to the person who has

participated in producing a proposal for a decision, but who later on is not involved in the final handling.

A person who can be considered biased may not handle or decide on the matter in question.

A person is obliged to inform if he or she is biased.

For people with assignments within SCF, a conflict of interest check must always be carried out at the start of the assignment, where the person himself indicates whether, and which, any bias or conflicts of interest may occur.

If circumstances change during the assignment, control of bias must be updated. If another party considers that there is a bias, the Federal Board and the Secretary General must be informed.

Joint assessment will take place if there is a bias and if the case is to be transferred to another person. The Federal Board is ultimately responsible for the assessment.

When are you biased?

Clear cases of bias are:

- If you or someone close to you is the initiator or co-applicant in the matter or if the outcome of it can be expected to bring special benefits, or harm, to you or someone closely related to you.
- When a decision is appealed, or for other reasons must be decided in a higher instance, and you previously participated in the proceedings in the lower instance.

You can also be biased if there is any other special circumstance that could undermine confidence in your impartiality, for example if:

- You are friends with someone or you have an enemy who is a party or interested party in the case.
- You are financially dependent on a party or interested party.
- You are involved in the matter in such a way that suspicions can easily arise that the prerequisites are missing for an impartial assessment.
- There is a conflict of interest or other circumstances that mean that your or the association's credibility can be damaged.

The precautionary principle

In all activities there are sometimes situations that are not obvious or easy to assess from an objective point of view. There may be circumstances that simply do not "feel good" and can therefore be questioned.

If the relationship between you as an employee/elected representative and a party to the matter forms a conflict of interest, the trust in you, or the association, could be damaged even if there is no conflict of interest in its formal sense.

In all such cases, a precautionary principle must be applied, which means that it may be best to refrain from participating in the handling of the matter to avoid that conflicts of interest arise.

SCF Code of Conduct in brief

Cooperation

- I am part of a team together with my "colleagues": The board, the office, the coaches, the referees and other match officials.
- I stand behind the decisions we make together.
- I never speak negatively about others in the team, nor do I blame anyone else if certain decisions are criticized by others. We talk to each other, not about each other.
- The relationship and cooperation between all involved and/or employees are characterized by mutual respect and an understanding that we have different assignments, conditions and roles.

Social media

- I don't use social media other than to highlight good examples in cricket.
- I never comment and discriminate against other people, I respect them.

Conduct and corruption

- I always behave neutrally and point out possible conflicts of interest to those in charge, the office or the board.
- I act professionally both before, during and after work/the match as well as on other assignments where I represent the Swedish Cricket Federation.
- During my time as an employee or engaged in SCF, but also after termination employment or assignment, **I must not disseminate confidential information about SCF** or about individual officials and employees.

Undue influence

- I do not participate in any kind of gambling activity regarding events that I am involved in.
- I report all attempts of undue influence, manipulation or improper offers directly to the Swedish Cricket Federation.