



**QUEENSLAND
CRICKET**

Racial Vilification Policy

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1. INTRODUCTION

- 1.1 The QC Racial Vilification Policy (**Policy**) supports the QC Integrity Framework by creating an environment which is free of racial and religious vilification where people are treated with dignity, courtesy and respect regardless of their race or religious beliefs.
- 1.2 This Policy seeks to comply with the *Queensland Anti-Discrimination Act 1991* and the *Racial Discrimination Act 1975*.
- 1.3 Breaches of this Policy are captured under Prohibited Conduct relevant to the QC Code of Conduct and Integrity Framework.
- 1.4 It is incumbent on the Cricket Participant to read and familiarise themselves with the key words defined in the QC Integrity Framework – Key Terms in order to fully understand the application of this Policy.
- 1.5 Recognise the commitment of the QC to the elimination of racial and religious vilification of any player, umpire or official.
- 1.6 Establish a framework for handling complaints made by cricket participants who believe they have been subjected to racial or religious vilification.
- 1.7 This Policy seeks to align with the Cricket Australia Racial and Religious Vilification Code.

2. LODGING A COMPLAINT

- 2.1 Nothing in this policy prevents a person lodging a Complaint in relation to racial vilification in accordance with relevant legislation.
- 2.2 Any Complaint made in relation to the content of this policy is to be made consistent with the Process outlined in the QC Complaints, Disputes and Discipline Policy which also includes the investigation Process.
- 2.3 QC will provide any necessary support to a Complainant in relation to a Complaint made under this Policy. Such support may include referral to a support organisation.





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- 2.4 Where a cricket participant (complainant) believes he/she has been subjected to vilification under this Code, or an officiating umpire in a match believes another player, umpire or official has breached the code, the complainant or umpire may lodge a complaint with the QC Integrity Manager (via QC Integrity email or 'Report Something') within 72 hours after the alleged racial vilification has occurred.

3. CONCILIATION PROCESS

- 3.1 Complaints made under this policy may be dealt with by way of Conciliation, which is an informal, flexible approach to resolving Complaints. This process may include, where appropriate, the making of an apology by either written correspondence, face to face, or any other method consented to by the Complainant.
- 3.2 On receipt of a complaint under this policy, the QC Integrity Manager will put the complaint to the respondent in writing and seek a written response within 48 hours. Should no response be received then the conciliation process will be commenced.
- 3.3 An attempt to Conciliate a Complaint should occur within 72 hours of the Integrity Manager notifying the Conciliator of the request for Conciliation. This time frame will largely depend on the availability of the Complainant and the Respondent.
- 3.4 QC will appoint a Conducts Commissioner to undertake conciliation in these types of matters.
- 3.5 Both the Complainant and Respondent attending Conciliation must participate in good faith and the Conciliator must ensure the principles of natural justice and procedural fairness are observed and maintained.
- 3.6 At the conclusion of the Conciliation Process, the Conciliator must advise the QC Integrity Manager in writing that the process has concluded, and the outcome reached, to allow for finalisation of the Complaint or for the institution of any other process. The QC Integrity Manager will record the outcome of the Conciliation Process on the QC Integrity register.
- 3.7 Once the Conciliation Process is completed to the satisfaction of the Complainant, the Complaint is deemed to be closed and no further action under other QC Policies or Procedures can be taken.





4. SUPPORT AT CONCILIATION

- 4.1 Any person undertaking the Conciliation Process may have a support person present during the Conciliation Process. For the avoidance of doubt, any legal representative can only participate in the Conciliation Process on the same terms as a support person. It is at the discretion of the Conciliator to allow a legal representative to be present during conciliation.
- 4.2 The support person/legal representative is not permitted to answer questions but can request the Conciliation Process be paused where necessary.
- 4.3 Any person undertaking the Conciliation Process who wishes to have a support person must advise the QC Integrity Manager at the earliest opportunity prior to the Conciliation Process. The advice should be in writing and include the name of the support person.
- 4.4 Any Cricket Participant subject to Conciliation who are under the age of 18 years must be accompanied by a parent or guardian.

5. INVESTIGATIONS

- 5.1 In circumstances where a complaint is not resolved in accordance with Section 3 of this Policy, the QC Integrity Manager may refer the matter for investigation in accordance with the QC Complaints, Discipline and Disputes Policy.
- 5.2 At the conclusion of any investigation, the QC Integrity Manager may refer the matter to a Conducts Commissioner for determination.





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6. RESOLUTION PROCESS

- 6.1 In the event where the matter has not been successfully resolved at Conciliation and then referred to a Conducts Commissioner, evidence from the Conciliation process will be provided to or accepted by the Conducts Commissioner in relation to anything said or done in any Conciliation Process.
- 6.2 This policy does not restrict any cricket participant from pursuing any other legal right they may have in relation to Racial Vilification matters.

