



QUEENSLAND
CRICKET

CODE OF CONDUCT

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Date of Last Review: August 2025

Date of Next Review: August 2026

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1. INTRODUCTION

- 1.1 This Code of Conduct (**Code**) supports the QC Integrity Framework by ensuring that all Cricket Participants and Cricket Organisations are aware of the expected standards of behaviour and processes to deal with conduct that breaches this Code. This Code aligns with Cricket Australia's core values of aspire, respect and lead together.
- 1.2 It is incumbent on the Cricket Participant to read and familiarise themselves with the key terms defined in the QC Integrity Framework – Key Words in order to fully understand the application of this Code.
- 1.3 This Code of Conduct should be considered and referred to by Cricket Organisations in the development of their Member Protection Policy.

2. APPLICATION OF THE CODE

- 2.1 The Code of Conduct provides consistency across the State and applies to all Cricket Participants and Cricket Organisations as set out in the definition of Cricket Participants and Cricket Organisations.
- 2.2 This Code contains QC's expected behaviours aligned with their values to ensure an ethical, fair, accountable and professional organisation. QC values of, 'We care, We lead, We deliver and We innovate', underpin this Code.
- 2.3 All Cricket Participants and Cricket Organisations to whom this Code applies, must comply with this Code at all times.
- 2.4 It is their personal responsibility to familiarise themselves with all the requirements of the Code of Conduct, including what behaviour constitutes an offence under the Code.
- 2.5 QC and relevant Cricket Organisations shall be responsible for promoting the Code of Conduct awareness and education amongst all Cricket Participants.
- 2.6 The Code provides that our behaviour is to be of the highest ethical standard and must contribute to promote and grow Cricket ensuring all Queenslanders can play, participate and enjoy the game.
- 2.7 It is incumbent on all Cricket Participants and Cricket Organisations to make all reasonable efforts to:
 - (a) comply with the Code and all other Relevant Policies;
 - (b) treat all people with respect, courtesy and fairness;

- (c) take action in relation to any conduct that is prohibited, unsafe, dishonest or inappropriate;
- (d) for those Cricket Participants and Cricket Organisations involved in dealing with confidential information including QC products, brands, processes, systems, strategies, equipment, sponsorships, finances, player information and disciplinary matters, are to respect the confidentiality of all information and ensure confidentiality is maintained;
- (e) be accountable for all personal actions;
- (f) uphold the reputation of QC, by demonstrating integrity and exercising ethical judgment in all activities;
- (g) represent QC and Cricket Organisations in an appropriate professional manner at all functions, meetings and events;
- (h) avoid being placed in a situation where there is a potential or apparent conflict of interest;
- (i) disclose any actual or potential conflict of interest and provide this information to QC or the relevant cricket organisation and register the conflict on the relevant conflicts of interest register;
- (j) not to speak on behalf of QC unless there has been approval from the Chief Executive Officer (CEO) QC or delegate. This includes to media and all forms of social media;
- (k) do not post on social media platforms any material or comment that is obscene, offensive, defamatory, harassing, bullying, discriminatory, racist, sexist, infringes copyright or breaches any QC policy;
- (l) ensure that resources (equipment, electronic communications, telephones, motor vehicles, information technology equipment), are used appropriately, efficiently and for QC related purposes only;
- (m) observe all safety rules, procedures and approved methods of work having regard to the work being performed utilising personal protective equipment as provided;
- (n) undertake workplace health and safety training as required;
- (o) report promptly any unsafe or unhealthy work practices or conditions;
- (p) not smoke in any QC workplace including all buildings, vehicles and playing precincts;

- (q) be fit to carry out duties, unimpaired by the influence of alcohol or illicit drugs;
- (r) do not possess or consume alcohol or prohibited drugs whilst on duty unless expressly authorised by the CEO of QC or delegate; and
- (s) QC Employees are not permitted to engage in any betting, matchfixing or disclose any inside information pertaining to any cricket match or cricket series in Australia or overseas.

3. COMPLAINTS, DISPUTES AND DISCIPLINE POLICY

- 3.1 The QC Complaints, Disputes and Discipline Policy applies to any breach of this Code of Conduct or any other Relevant Policy.

Approved by:

Terry Svenson

Chief Executive Officer

Queensland Cricket