

WACA MEMBERS

CODE OF CONDUCT PENALTY GUIDE



The Western Australian Cricket Association Limited's (the **Organisation**) Member Code of Conduct applies to all Members of the Organisation. It sets out the Organisation's expectations regarding appropriate conduct and behaviour, as well as conduct and behaviour by Members and their guests or visitors, that is unacceptable.

This Penalty Guide serves as a reference point for both the Membership Team and the Board's Member Disciplinary Committee, which is convened as required by the Board. The penalties outlined below are indicative only and do not constitute an exhaustive list. Each case will be assessed on its own merits, considering the specific circumstances of the breach.

The Membership Team may impose stricter penalties or refer matters directly to the Member Disciplinary Committee depending on the severity of the misconduct. In determining a recommended sanction for the WACA Board, the Member Disciplinary Committee may consider this Penalty Guide but retains full discretion to impose penalties it deems appropriate. Nothing in this guide limits the discretion of the WACA Board in making its final determination.

Category of Misconduct		Prescribed Actions by the Membership Team	Recommended Penalty Range Member Disciplinary Committee	
			Lower Range	Higher Range
1.	Racist, sexist, homophobic, discriminatory, offensive, aggressive, obscene or otherwise inappropriate language or actions towards or in respect of any other person.	1 st Offence: Caution, reprimand, or referral to the Member Disciplinary Committee 2 nd Offence: Reprimand or referral to the Member Disciplinary Committee 3 rd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion
2.	Abuse, bullying, victimisation, vilification or harassment of any kind, whether it be physical, verbal or otherwise.	1 st Offence: Caution, reprimand, or referral to the Member Disciplinary Committee 2 nd Offence: Reprimand or referral to the Member Disciplinary Committee 3 rd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion
3.	Inappropriate physical contact.	1 st Offence: Reprimand or referral to the Member Disciplinary Committee 2 nd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion

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4.	Provocation or incitement of hatred, violence or inappropriate conduct towards any other person.	Referral to the Member Disciplinary Committee	3-month to 2-year suspension	3-year suspension to expulsion
5.	Disruption or interruption (including attempted disruption or interruption) of any matches or other activities at the Organisation's venue or Other Member Venues.	1 st Offence: Reprimand and removal from the venue 2 nd Offence: 6-month suspension 3 rd Offence: Referral to the Member Disciplinary Committee	1-year to 2-year suspension	3-year suspension to expulsion
6.	Misusing, defacing, damaging or removing (or attempt to do the same) any part of the Organisation's venue Other Member Venues.	1 st Offence: Reprimand and removal from the venue 2 nd Offence: 6-month suspension 3 rd Offence: Referral to the Member Disciplinary Committee	1-year to 2-year suspension	3-year suspension to expulsion
7.	Drunk or disorderly conduct on or near the Organisation's venues or Other Member Venues.	1 st Offence: Reprimand and removal from the venue 2 nd Offence: 3-month suspension 3 rd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion
8.	Possession or use of illicit substances on or near the Organisation's venue or Other Member Venues.	Referral to the Member Disciplinary Committee	3-month to 2-year suspension	3-year suspension to expulsion
9.	Conduct that is unsafe or unlawful.	1 st Offence: Reprimand 2 nd Offence: 3-month suspension 3 rd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion

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10.	Abuse of, harassment of, or inappropriate or disrespectful conduct towards, any of the Organisation's workers, agents or officers at any time, whether it occurs in person, online or by any other means or media.	1 st Offence: Caution, reprimand, or referral to the Member Disciplinary Committee 2 nd Offence: Reprimand or referral to the Member Disciplinary Committee 3 rd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion
11.	Non-compliance with lawful directions, instructions or requests by the Organisation's workers, agents or officers.	1 st Offence: Reprimand and removal from the Members Reserve 2 nd Offence: Reprimand and removal from the venue 3 rd Offence: 3-month suspension	6-month to 2-year suspension	3-year suspension to expulsion
12.	Illegal gambling on or near the Organisation's venue or Other Member Venues.	Referral to the Member Disciplinary Committee and reported to Cricket Australia's Integrity Unit	6-month to 2-year suspension	3-year suspension to expulsion
13.	Misuse of Membership Card or membership entitlements.	1 st Offence: Reprimand 2 nd Offence: 6-month suspension 3 rd Offence: Referral to the Member Disciplinary Committee	1-year to 2-year suspension	3-year suspension to expulsion
14.	Acting dishonestly in any dealings with the Organisation.	1 st Offence: Reprimand 2 nd Offence: 3-month suspension 3 rd Offence: Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion
15.	Non-compliance with the Organisation's dress requirements.	1 st Offence: Reprimand and removal from the Members Reserve 2 nd Offence: Reprimand and removal from the Venue 3 rd Offence: 3-month suspension	6-month to 2-year suspension	3-year suspension to expulsion

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16.	Conduct that amounts to a material or persistent breach of the Organisation's Constitution or By-Laws; and any other behaviour that brings the Member or the Organisation into disrepute.	Referral to the Member Disciplinary Committee	6-month to 2-year suspension	3-year suspension to expulsion
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Note 1: The prescribed actions outlined above are a guide only. The Membership Team may impose stricter penalties or escalate matters to the Member Disciplinary Committee depending on the severity and circumstances of the breach.

Note 2: Members are responsible for ensuring that their guests or visitors understand the Organisation's expectations regarding appropriate conduct and behaviour. If a member's guest or visitor engages in unacceptable conduct or behaviour, the relevant Member may be subject to a penalty as a result.

Note 3: Repeated instances of misconduct, unacceptable behaviour, or non-compliance with the Members' Code of Conduct will not be looked upon favourably and may result in more significant penalties being applied to the Member.

Note 4: In addition to disciplinary action taken by the Organisation, conduct may be referred to the police or appropriate authority, including Cricket Australia's Integrity Unit. Members and their guests or visitors may also be subject to action by the relevant venue, or authority.

Definitions

Caution: A verbal warning given for a minor offense, serving as an informal reminder to adhere to rules or expectations.

Reprimand: A written warning issued for more serious or repeated offenses, formally documenting the misconduct. It may contribute to further disciplinary action if behavior does not improve.

Suspension: A temporary suspension of the rights, benefits or privileges of membership. The Member is not entitled to a refund of any membership fees paid to the Organisation. During a Member's period of suspension, the Member must (if the Member has not already) pay in full the Membership Subscription Fee applicable to the Member (as it becomes due and payable in each year of the period of suspension).

Expulsion: A permanent removal from the Organisation. The Member is not entitled to a refund of any membership fees paid to the Organisation. The expelled Member is not entitled to enter the Members' area at the Organisation's venue or Other Member Venues for cricket events from the date their Membership is cancelled, even as a guest or the bearer of a transferable Associate Card.

If a Member is suspended or expelled, they must immediately hand in their Membership Card, along with any Guest or Associate Cards to the Membership Team.

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