

EVENT SAFEGUARDING & ANTI-DISCRIMINATION POLICY

Given cricket's rich and diverse history and its capacity to break down boundaries and draw cultures together, there is clearly no place for discrimination in the game. Further, the ICC has a duty to protect the welfare of, and to provide a safe and non-discriminatory environment for all connected with ICC events, in particular this Event.

As a member of staff at the ICC Men's T20 World Cup 2024 (the "Event"), you are deemed to have agreed to abide by the terms of the ICC's Anti-Discrimination Code for Participants, the ICC Anti-Discrimination Policy for International Cricket and the ICC's Safeguarding Regulations (the "Regulations"), including agreeing not to behave in an inappropriate way. In particular, not to do something that others may interpret as provocative, threatening, discriminatory, offensive, or indecent. Such behaviour potentially harms the recipient/target of the behaviour and tarnishes the image and integrity of the Event and brings the Event into disrepute. Copies of the Regulations can be found on the [ICC's website](#). You are therefore requested to familiarize yourself with the Regulations and the conduct they prohibit.

In order to ensure that the ICC can satisfy its obligation to protect the welfare of, and to provide a safe and non-discriminatory environment at the Event, the ICC wants to be presented with any information where there is reason to believe that **anyone** (whether covered by the definition of Participant under the Regulations or not) has harmed/abused or presents a risk of such to any other person at the Event, or who has acted in a discriminatory manner.

People who are not Participants may separately be caught by, and will be dealt with, by way of various other terms & conditions prohibiting inappropriate behavior (as well as other conduct). For example, media and media rights holders will be bound to comply with their respective Accreditation Terms & Conditions and the general public will be required to comply with the ICC Conditions of Entry. Between the Regulations and the various terms of accreditation for the Event, the ICC has authority and discretion to take disciplinary action and/or remove accreditation and/or eject someone from a venue if it considers that person has behaved in an inappropriate way. Examples of the types of behaviour that pose a risk and that the ICC will not condone at the Event, and which may lead to disciplinary action and/or the removal of accreditation for the remainder of the Event and/or ejection from the venue include:

- Any conduct (whether through the use of language, gestures or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify any reasonable person (including a spectator) on the basis of their race, religion, culture, colour, descent, national or ethnic origin, sex, gender, sexual orientation, disability, marital status and/or maternity status.
- Harassment (whether sexual or otherwise);
- Abuse (whether sexual, emotional, physical or otherwise);
- Physical assault or violence;
- Inappropriate acts, display of items, messaging and/or comments made publicly or in the vicinity of other people (including, for the avoidance of doubt, on social media platforms) that are directly or indirectly discriminatory or otherwise provocative, political or offensive;
- Bullying; and
- Indecent exposure

It is **not** the responsibility of those reporting concerns, whether Event staff or otherwise, to determine if a person **has** been harmed/abused, has been discriminated against or is otherwise at risk of such. All concerns should be immediately reported to the ICC points of contact (as below).



If you are unsure as to whether or not it is a safeguarding issue or inappropriate conduct, **REPORT IT** and we will make an assessment.

Where there is an immediate threat of danger do not hesitate to call the police, and then make any subsequent report to the ICC points of contact.

The ICC understands that where a member of the public is concerned, a decision and action may need to be taken quickly. However, if a member of the public is ejected from a venue for behaving in a way that would breach the Conditions of Entry, they should be issued with a Prohibition Notice prior to ejection, so that they are prohibited from attending any other Event match.

PROCEDURE

1. In the event that any member of Event staff suspects, witnesses or is in receipt of information that may concern a safeguarding issue or discriminatory conduct, they should report it without delay to: (i) the ICC's confidential e-mail safeguarding@icc-cricket.com; and (ii) directly to the relevant points of contact as listed below or (iii) by calling the ICC switchboard (+971 4 382 8800) and asking for a member of the Legal Department regarding a safeguarding / discrimination issue.
2. If there is an immediate risk of danger, do not hesitate to call the police immediately.
3. If you have ANY concerns about the behaviour of a person such that it may cause or have the potential to cause harm to anyone involved with the Event, report it without delay using the process above.

E-mail address to report	Additional Point of Contact
safeguarding@icc-cricket.com	Sally Clark sally.clark@icc-cricket.com +971 50 148 8248 Jonathan Hall Jonathan.hall@icc-cricket.com +971 50 640 1103

There may be instances where you are unable to report immediately, and you may be required to take action. **Only if it is absolutely necessary to take action yourself, remember these three simple steps 'The Three R's':**

RESPOND – stay calm, reassure and listen, gather as much information as is possible;

RECORD – make notes where possible and appropriate; and

REPORT- Share your concerns without delay.

If you are unsure which category of person/which procedure to follow, please report to Sally Clark using the safeguarding@icc-cricket.com or e-mail or phone contacts as above.

