



RACIAL AND RELIGIOUS VILIFICATION POLICY

(Rule 47 – SCA 2026/27 Rules)

1. Purpose

The Sunraysia Cricket Association (SCA) is committed to providing a safe, respectful, and inclusive environment for all participants including players, coaches, umpires, spectators, parent/guardians, media and administrators. This policy outlines the procedures and expectations relating to racial and religious vilification under Rule 47 of the official SCA's 2026/27 Rules.

2. Scope

This policy applies to all players, coaches, officials, administrators, volunteers, and any person associated with an SCA-affiliated club.

3. Policy Statement

No player in his/her capacity as a player of a club, or in the course of carrying out his/her duties or functions as or incidental to a player of a club or any director, officer, servant, or agent of a club including without limitation any coach or nonplaying official – e.g. scorer or team manager), during the course of a match, shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person ("the person vilified"), on the basis of that person's race, religion, colour, descent or national or ethnic origin.

4. Lodging a Complaint

If it is alleged that a person has contravened Rule 47(a):

- An umpire, club or player must lodge a written complaint with the SCA Board.
- The complaint must be submitted **by 5:00 p.m. on the first working day** following the alleged incident.

5. Initial Response by the Association

Upon receiving a complaint, the SCA will:

- Inform the person alleged to have contravened Rule 47(a) and provide an opportunity to respond.
- Arrange for the complaint to be conciliated and take all necessary steps to facilitate conciliation.

6. Escalation if Conciliation Fails

If conciliation does not resolve the matter:

6.1 Player Offender

The complaint will be referred to the **Independent Tribunal** as a reportable offence under the Association's Rules for Premiership Matches.

6.2 Non-Player Offender

The complaint will be referred to the **SCA Board of Management** under Rule 81.4 of the Association's Constitution and Rules.

6.3 Repeat Involvement

If the alleged offender has previously taken part in a conciliation (other than as a person vilified), the Association may refer the matter **directly** to:

- The Independent Tribunal (for players), or
- The SCA Board of Management (for non-players).

7. Conciliation Requirements

- Conciliation must be conducted by a nominee of the President of the Human Rights and Equal Opportunity Commission (Commonwealth).
- If the President is unable or unwilling to nominate, the Association shall nominate a conciliator, subject to approval by the **VCCL Mallee-Murray Cricket Region Director**.
- No evidence from conciliation may be used in Tribunal proceedings.

8. Timeframes

- Conciliation must be completed **by 5:00 p.m. on the fifth working day** following the alleged incident.
- If referred to the Tribunal or Board of Management, the matter must be dealt with **within 48 hours** of the conciliation process ending.
- Time limits may be adjusted by the SCA Board if deemed just and equitable.

9. Penalties & Club Liability

If a complaint is proven:

- The club employing, engaging, or associated with the offender at the time of the conduct will be deemed **vicariously liable**.
- The club must pay a penalty determined by the Association.
- **Exception** - Rule 47(l) does not apply if the Association determines the club took all reasonable steps to prevent persons associated with the club from engaging in vilifying conduct.