

RESPECT@AUSTRALIAN CRICKET

Australian Cricket is committed to creating an inclusive, respectful and safe work environment. We expect everyone involved in Australian Cricket to behave respectfully and in accordance with Australian Cricket's behavioural expectations at all times.

What's not okay?

Discrimination, harassment, sexual harassment and bullying are unacceptable and will **NOT** be tolerated by Australian Cricket.

Discrimination

Discriminating against a person because of their background or certain personal characteristics such as age, disability, race, ethnicity, sex, pregnancy, sexual orientation or gender identity



Making racist comments



Excluding someone because of their disability



Asking intrusive questions about someone's personal life

Harassment

Comment, conduct or gesture directed toward another person or group which is insulting, intimidating, humiliating, malicious, degrading or offensive. A single incident is enough to be harassment.



Unwelcome remarks, jokes, comments or taunting



Inappropriate practical jokes or hazing



Threats and coercion

Sexual Harassment

Making an unwelcome sexual advance, an unwelcome request for sexual favours, or engaging in unwelcome sexual conduct where it could offend, humiliate or intimidate another person



Making sexually suggestive comments or jokes



Inappropriate touching



Repeated unwanted requests to meet socially

Bullying

Engaging in repeated and unreasonable behaviour directed toward another person that creates a risk to their health or safety



Using abusive, insulting or offensive language



Aggressive and intimidating conduct



Making belittling or humiliating comments

What to do if you experience or witness inappropriate behaviour

1 RECORD Write down details of what happened, including time, date and who was there

2 RAISE If you feel comfortable, ask the person to stop engaging in the behaviour

3 REPORT If you aren't comfortable or the behaviour continues, REPORT IT:

- **IN PERSON:** To your manager, EGM, PAC representative, coach or CA Head of Integrity
- **PHONE:** 1300 FAIRGAME (1300 3247 4263)
- **EMAIL:** integrity@cricket.com.au
- **ONLINE:** [Australian Cricket Reporting Portal](#)

Reporting Portal

