

THE YORKSHIRE COUNTY CRICKET CLUB LIMITED

MEMBERS' CODE OF CONDUCT

Introduction

The Yorkshire County Cricket Club Limited (the “**Club**”) is a world-renowned cricket club. We are proud of our heritage and are united with our members to uphold high standards of behaviour. The Club embraces the principles of respect, courtesy, non-discrimination and integrity and expects the same from all staff, members, visitors and third parties who are part of, or deal with, the Club.

This Members' Code of Conduct (the “**Code**”) sets out the Club's fundamental expectations of appropriate conduct from its Members. We expect all to make this Club as welcoming and inclusive as possible and act appropriately in the interests of the Club. This Code is deemed to be included as part of the terms and conditions of membership.

Thank you for playing your part in upholding the shared values of the Club.

The term "Member" when used in this Code shall have the same meaning as in the Club's Rules from time-to-time.

Status and Purpose

1. This Members' Code of Conduct sets out the standards of conduct expected of all Members of The Yorkshire County Cricket Club Limited.
2. The purpose of this Code is to ensure that interactions (whether in person, in writing, via social media or other channels) between Members and any other stakeholder, including visitors to the Club, its staff, officers, customers and other service-users or relevant third parties:
 - 2.1.1 are always respectful, courteous and constructive;
 - 2.1.2 uphold an acceptable standard of behaviour;
 - 2.1.3 ensure the provision of a safe, respectful and enjoyable environment for Members and visitors;
 - 2.1.4 protect and promote the reputation and purpose of the Club and cricket more generally; and
 - 2.1.5 protect the health, safety and wellbeing of the Club’s employees, officers and contractors.
3. The Club encourages Members to take an active role in the Club and to express their views and give feedback freely. Nothing in this Code is intended to inhibit such discussion, but to ensure that it remains respectful, courteous and constructive. Members should be mindful to avoid the use of improper or offensive language. Bullying of any sort, disrespect or knowingly causing personal distress will not be tolerated, either face-to-face, in written form or via social media.

Code of Conduct

4. **General:** The Club expects high standards of behaviour and conduct from Members. The Club expects that all dealings and interactions between Members, and between Members and the Club, its officers, staff and representatives are respectful, courteous and constructive. Positive, constructive and respectful communication and behaviour consistent with the purpose and values of the Club is a minimum requirement for membership of the Club.
- 4.1 Members are required to behave in a manner which promotes the reputation and best interests of the Club and the game of cricket more generally and is consistent with the Club's values and purpose. This includes but is not limited to avoiding any offensive, discriminatory, racist, sexist, homophobic, aggressive or otherwise inappropriate discourse communication; harassment or intimidation of any kind; unwanted physical contact; unsafe or unlawful conduct; abusive or inappropriate conduct or language towards staff, representatives of the Club or volunteers; drunk or disorderly conduct; either in person or in writing or via any media or social media platform.
- 4.2 The Club reserves the right to block and remove any content from its social media platforms that it deems to be offensive.
- 4.3 Members should treat fellow Members, Club staff and players, volunteers and all those with whom they come into contact whilst attending matches or otherwise including in any public environment where Members are discussing Club or cricket-related matters, equally, honestly, fairly, courteously and respectfully at all times.
- 4.4 Members must not engage in or tolerate any discrimination against, or harassment/bullying of any sort of anyone involved with the Club (including other Members, Club staff, players, officers, customers and service-users) or opposing teams and their staff. Any Member who becomes aware of such conduct (whether by a Member, member of staff or third party) should report it via the Club's complaints policy.
- 4.5 Members must not act in a manner or make any statement which is prejudicial to the Club's interests, or which is intended or likely to damage the Club's reputation or relationships with customers, service-users or commercial partners, or which is intended or likely to damage the reputation of the game of cricket more generally.
- 4.6 Members should respect any rules, directions or requests that are made by the Club.
- 4.7 Members must respect the privacy of other Members and of the Club's staff, players and volunteers and not misuse personal information which comes into their possession as a result of their membership.
- 4.8 Members must not purport to make statements on behalf of the Club or act on the Club's behalf unless they have been authorised in writing to do so by the Club's Board.
- 4.9 Members must not use offensive, discriminatory, disparaging or defamatory language:
- 4.9.1 in relation to the Club or any Member, staff member, player or officer of the Club;

- 4.9.2 towards Members, officers, staff, players or in relation to the Club either face-to-face, in written form or via social media or other electronic formats.

Breaches of this Code

5. Failure to comply with the Code could result in public reprimand, suspension, restriction of privileges or ultimately expulsion from the Club in accordance with the Club's Rules.
6. All are encouraged to report instances of non-compliance with the Code by emailing cricket@yorkshireccc.com or writing to the Club Secretary, Headingley Cricket Ground, Leeds, LS6 3DP.

General

7. The Club is a cooperative society with public responsibilities. This Code of Conduct is intended to reflect part of those responsibilities.
8. Members, guests and visitors have given their consent to be bound by the restrictions and penalties which may be imposed for any breach of the Club's standards or misconduct in failing to meet the standards set out in this Code.
9. This Code is incorporated by reference in and to the Club's rules. However, it does not replace the Club's Rules, and in the event of any inconsistency between this Code and the Club's Rules, the Club's Rules will prevail.
10. The Club reserves the right to amend this Code of Conduct at any time and following such amendment will seek to publish the same on the Club's website as soon as practicable.
11. This Code shall be applied fairly and consistently to all Members, and without unlawful discrimination. Where required, the Club will make reasonable adjustments for Members who are disabled under the Equality Act 2010.