



## **CODE OF CONDUCT AND BEHAVIOURAL POLICY**

### **1. BEHAVIOURAL POLICY STATEMENT**

The CGLCUA is not only committed to being the best umpire's association in South Africa but also strives to be one of the world's pre-eminent cricket umpires' associations.

The CGLCUA stands to promote, advance, administer, co-ordinate and encourage the game of cricket and more specifically umpiring, in the area of jurisdiction of THE CENTRAL GAUTENG LIONS BOARD (hereinafter referred to as "the CGL").

Whilst the CGLCUA promotes playing of cricket in a competitive spirit, it is expected to be played within the framework of good sportsmanship, professional behaviour and within the Laws of Cricket (as amended and updated by the MCC – the custodians of the game), as well as within the Laws of the Republic of South Africa.

THE CGLCUA has adopted a BEHAVIOURAL POLICY for all Regulated Matches (all matches played under the jurisdiction and auspices of THE CGL, THE CGLCUA and Cricket South Africa (hereinafter referred to as CSA), where CGLCUA Umpires have been appointed, which all Active and Non Active Umpires must comply with, without exception.

### **2. APPLICATION OF THE BEHAVIOURAL POLICY**

The BEHAVIOURAL POLICY shall apply to all Umpires who participate in Regulated Matches or have participated in Regulated Matches within the jurisdiction of the and auspices of THE CGL, THE CGLCUA and CSA and where same has been appointed, in accordance with standard operating procedure regarding appointments, by THE CGLCUA.

The BEHAVIOURAL POLICY, a breach of which may render an Umpire subject to disciplinary action, shall be enforced in accordance with procedures laid down in this BEHAVIOURAL POLICY.

All Umpires shall acquaint themselves, and be deemed to be acquainted with this BEHAVIOURAL POLICY, and shall be deemed acquainted with the Constitution of THE CGLCUA, THE CGL By-Laws and Rules and Regulations of the CGL Cricket Board, including the Code of Conduct of THE CGLCUA and this BEHAVIOURAL POLICY.

### **3. DEFINITIONS**

In this BEHAVIOURAL POLICY, unless the context indicates otherwise, words listed below have the following meanings:

- 3.1. **AFFILIATE** - means any association or body affiliated with THE CGL, THE CGLCUA and CSA;
- 3.2. **APPEAL BOARD** – the APPEAL BOARD shall consist of no less than 3 (three) persons constituted and appointed by THE CGLCUA at their discretion, In accordance with the provisions of paragraphs 5.4 and 8 of this BEHAVIOURAL POLICY;
- 3.3. **BEHAVIOURAL POLICY** – the Behavioural Policy of conduct of umpires as set out in Clause 4;
- 3.4. **CONVENOR** – the Chairman of the Disciplinary Panel as appointed by THE CGLCUA or, should he be unavailable for whatever reason, any member of the Panel;
- 3.5. **DISCIPLINARY COMMISSIONER** – a person or persons, appointed by THE CGLCUA to perform the duties and functions, exercise the powers and to hear and to adjudicate upon alleged breaches of the Behavioural Policy; who, together with the Convener, will constitute the Panel;
- 3.6. **DISCIPLINARY REPORT** – a written complaint in the form prescribed and approved by THE CGLCUA from time to time;
- 3.7. **THE CGL** – the Central Gauteng Lions Cricket Board;
- 3.8. **LAWS** – the Laws of Cricket (publicized by the Marleyborne Cricket Club (MCC), from time to time;
- 3.9. **MEMBER IN GOOD STANDING** – a member, whether being an active or non-active member, who has paid their annual subscription to THE CGLCUA in full and has no disciplinary action against them;
- 3.10. **OFFICIALS** – members and employees of THE CGLCUA, members and employees of THE CGL, members and employees of any Club or Affiliate of THE CGL, and delegated sports representatives or officials of any company which provides sponsorship to THE CGLCUA;
- 3.11. **PANEL** - means the Disciplinary Commissioners and the Convener jointly;
- 3.12. **PLAYER** – any person who holds himself/herself available for or is participating or about to participate in a Regulated Match or any player who is contracted to play for THE CGL;
- 3.13. **PLAYING CONDITIONS** – conditions of play of Regulated Matches, as published by THE CGL and/or CGLCUA, from time to time;
- 3.14. **REGULATED MATCH** – any match, in any format, played under the auspices of THE CGL, CGLCUA and/or CSA;
- 3.15. **RULES** – the rules of procedure and related matters made and promulgated by THE CGLCUA as set out in this document;
- 3.16. **UMPIRE** – any person holding himself / herself out to officiate in a Regulated Match as contemplated in clause 15 (Appointment of Umpires) in CGL By-Laws and Regulations;
- 3.17. **UMPIRES ASSESSOR** – an Umpires Assessor appointed by Gauteng Cricket Umpires' Association to superintend a REGULATED MATCH which extends to include any Evaluator (having the definition as an Umpires Assessor) as appointed by THE CGLCUA;

- 3.18. In this **BEHAVIOURAL POLICY**, words in the singular include the plural and in the plural include the singular, and the masculine includes the feminine;
- 3.19. Headings are included for ease of reference only and shall not affect the interpretation or construction hereof.
- 3.20. References to recitals, clauses and schedules, unless a contrary intention appears, are to the recitals and clauses of and schedules to this Behavioural Policy.
- 3.21. Whenever a number of days are prescribed in this Behavioural Policy, such number shall be calculated excluding the first and including the last day, unless the last day is a Saturday, Sunday or Public Holiday, in which event the last day shall be next day which is a Business Day.

#### **4. BEHAVIOURAL POLICY**

- 4.1. Umpires (Active and Non-Active) and Umpires Assessors shall abide by the Laws, the Playing Conditions, Rules and Regulations, By-laws, Code of Conduct and Contracts with and of THE CGL as well as THE CGLCUA.
- 4.2. Umpires and Umpires Assessors shall not verbally abuse, assault, intimidate or attempt to assault or intimidate any Colleague, Player or Spectator; nor shall any Umpire and Umpires Assessor engage in any conduct, act towards or speak to any other Player and Spectator in a manner which offends, insults, humiliates, intimidates, threatens, disparages or vilifies that other person on the basis of that other person's race, religion, colour, descent, national or ethnic origin, language or sexual orientation;
- 4.3. All Umpires and Umpires Assessors shall at all times act in the Spirit of the Constitution of the Republic of South Africa;
- 4.4. Umpires and Umpires Assessors shall not use crude or abusive language nor make offensive gestures to any other Player and Spectator, including another Umpire(s) and Umpires Assessor(s).
- 4.5. Umpires and Umpires Assessors shall not engage in:
  - 4.5.1. Acts of misconduct, or unruly behaviour or commit any criminal offence whilst participating in or about to or having participated in a Regulated Match and whilst within the precincts of the ground at which the Regulated Match is played; or
  - 4.5.2. Unbecoming or detrimental conduct which could bring them, THE CGL, THE CGLCUA and CSA, including the game of cricket, into disrepute.
- 4.6. Umpires and Umpires Assessors shall not disclose or comment publicly or make any public pronouncement or media comment (including social media, including but not limited to Twitter, Facebook, Instagram):
  - 4.6.1. which is detrimental to the game of cricket in general;
  - 4.6.2. which is detrimental to a particular tournament or match in which they are involved, whether as an official, player or spectator;
  - 4.6.3. which is detrimental to relations between the competing teams;
  - 4.6.4. which is critical of or detrimental to the selection of any team for any Regulated Match;
  - 4.6.5. upon any alleged breach of the Behavioural Policy or upon any hearing, Disciplinary Report or decision arising from such a breach;
  - 4.6.6. on any decision by an Umpire or Disciplinary Commissioner or Appeal Board.

- 4.7. An Umpire and Umpires Assessor shall not, directly or indirectly, engage in, or give advice concerning, betting, gambling or any form of financial speculation on the outcome of any Regulated Match.
- 4.8. An Umpire and Umpires Assessor shall not accept any form of inducement which is likely or calculated to affect his/her performance or the performance of any Umpires and Umpires Assessor involved in any Regulated Match adversely.
- 4.9. Umpires and Umpires Assessor shall not:
  - 4.9.1. whilst participating in a REGULATED MATCH, wear or use clothing and equipment other than that as is approved by THE CGLCUA from time to time;
  - 4.9.2. at any time, wear or use or display commercial logos or other advertising material which is not approved by THE CGL and/or THE CGLCUA;
  - 4.9.3. at any time, wear or use or display any clothing, material or signage containing any religious or political material or slogan.
- 4.10. Any Umpire and Umpires Assessor who attempts to commit any breach of this Behavioural Policy shall be deemed to have breached the Behavioural Policy and shall be liable, on being found to have contravened this Behavioural Policy, to the penalties as contemplated in this Behavioural Policy.
- 4.11. Umpires and Umpires Assessors shall not indulge in the use of alcohol or any other inhibiting substance, on or off the field. This applies when the game is about to commence, is in progress, including when a game is disrupted as a result of a weather or another delay.
- 4.12. Umpires and Umpires Assessors shall not be involved in any form of handling, selling or taking of drugs or substances which are unlawful in terms of South African legislation, and shall abide by the Doping Behavioural Policy of Cricket South Africa.

## **5. CODE OF CONDUCT**

### **5.1. Appointments and Allocations**

- 5.1.1. All allocations are done by the Umpires' Administrator in conjunction with the
- 5.1.2. Appointments Committee, and are final. If an Umpire has to change their allocation it is their responsibility to inform the Umpires' Administrator who will reallocate the appointment. If the Umpires' Administrator is unavailable then a member of the Appointments Committee must be informed, and he will reallocate the appointment.
- 5.1.3. Members are not to demand advancement, but rather go where allocated.
- 5.1.4. No Umpire is to umpire a match without the knowledge and approval of the Umpires' Administrator, Appointments Committee or a member of THE CGLCUA Executive.

A breach of this clause constitutes an offence in terms of this Behavioural Policy whereby the guilty party will be subject to the penalties contemplated in the Disciplinary Code and/or Code of Conduct.

### **5.2. Arrival for Duty**

- 5.2.1. The Umpires and Umpires Assessors are, as prescribed by Law, to be present at the allocated venue at least 45 (forty five) minutes before the scheduled start of play.
- 5.2.2. Failure to arrive per the stipulated time will result in a breach of this clause, whereby the guilty party will be subject to the penalties contemplated in the Disciplinary Code and/or Code of Conduct.

### 5.3. Dress Code and Personal Hygiene

5.3.1. Umpires and Umpires Assessors are to be well presented before, during and after all Regulated Matches. This clause sets out to include the following:

5.3.1.1. Neat attire before the start of the Regulated Match;

5.3.1.2. Umpires and Umpires Assessors are to be dressed in the appropriate and allocated clothing when they perform the toss and take the field of play for the start of the days play;

5.3.1.3. Neat attire after the Regulated Match has been completed;

5.3.2. It is hereby concluded that appropriate and neat attire includes, not exclusively, to the following:

5.3.2.1. Pre-match attire:

- either a plain coloured shirt or CGLCUA sanctioned collared shirt,
- Standing pants as issued by THE CGLCUA (or any other suitable pants - Jeans are not allowed),
- Clean shoes;

5.3.2.2. Match attire:

- CGLCUA standing shirt,
- CGLCUA standing pants (no jeans permitted),
- Black belt,
- CGLCUA or CSA allocated hat (in the event that an Umpire does not have such, a plain white hat may be used)
- Clean white shoes;

5.3.2.3. After match attire – either of the above attire as mentioned in 5.3.2.1 and 5.3.2.2;

5.3.2.4. If no attire has been allocated, appropriate and neat clothing as representative of being an umpire and official.

A breach of this clause constitutes an offence in terms of this Behavioural Policy whereby the guilty party will be subject to the penalties contemplated in the Disciplinary Code and/or Code of Conduct.

### 5.4. Confirmations and Withdrawals

5.4.1. It is the duty of each active Umpire and Umpires Assessor to make he/she available for duty on a given weekend where Regulated Matches are scheduled.

5.4.2. Further to the above, it is an Umpires and Umpires Assessors duty to confirm his/her allocation as soon as such has been sent to all members of THE CGLCUA. Failure to do so constitutes and breach of this clause and the guilty party will be subject to penalties.

5.4.3. An Umpire or Umpires Assessor that withdraws from his/her allocation and Regulated Match without a valid reason, as decided by the Umpires Administrator and/or Appointments Committee, and the time of notification of withdrawal, shall be guilty of an offence in terms of this clause and subject to the penalties.

## 5.5. Personal Conduct

- 5.5.1. No Umpire or Umpires Assessor is to engage, directly or indirectly, in any gambling involving the game of cricket or in any conduct which is prejudicial to the game of cricket.

Umpires or Umpires Assessors are to always act ethically when engaging in the duties as an Umpire or Umpires Assessor and to always be honest and objective when standing as an umpire;

- 5.5.2. An Umpire or Umpires Assessor must behave in a manner expected of an umpire, whether standing in an allocated fixture or attending a regulated match (match under the jurisdiction and auspices the Central Gauteng Lions Cricket Board, the Central Gauteng Lions Cricket Umpires Association and/or Cricket South Africa) as a spectator or having been appointed in any other official capacity in such fixture.

A breach of this clause constitutes an offence in terms of this Behavioural Policy whereby the guilty party will be subject to the penalties contemplated in the Disciplinary Code and/or Code of Conduct.

For further information regarding this and other policies please contact us at  
admin@cglcusa.co.za

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**Effective Date:** 1 September 2025