

**THE JAMMU & KASHMIR CRICKET ASSOCIATION
REGULATIONS REGARDING CONDUCT & DISCIPLINE
OF PLAYERS, MATCH OFFICIALS, TEAM OFFICIALS,
ADMINISTRATORS, MEMBERS AND OTHER PERSONS
ASSOCIATED WITH THE JKCA**

(FRAMED UNDER RULE 9(III) OF THE CONSTITUTION OF JKCA)



**THE JAMMU & KASHMIR CRICKET ASSOCIATION,
Jammu, Kashmir & Ladakh**

Code of Conduct for Members of the Jammu & Kashmir Cricket Association (JKCA)

Preamble

The Jammu & Kashmir Cricket Association (JKCA) recognizes that every member has fundamental democratic rights, including freedom of expression, association, and participation in Association processes. This Code of Conduct sets standards of behaviour expected of all members to ensure respect for the JKCA Constitution, protection of the Association's reputation, and preservation of harmony and effective functioning. Members must act in good faith, with integrity, and in the best interests of cricket in Jammu & Kashmir.

1. Scope and Application

- This Code applies to all categories of JKCA membership, including life members, ordinary members, office-bearers, councilors, committee members, players, match officials, team officials, support staff, other persons associated with JKCA and representatives to external bodies.
 - The Code applies to conduct at Association meetings and events, in communications (oral, written, electronic, and social media), and in any activity reasonably connected to JKCA business or reputation.
 - The Code shall come into force on the day it is adopted by the Apex Council of the JKCA and shall also be applicable to all pending cases.
2. The JKCA being affiliated to the Board of Control for Cricket in India, is bound to follow the Code of Conduct and Discipline and the principles underlying the Spirit of the Game of Cricket as enunciated by the BCCI. These regulations have been framed in furtherance of the said Code and the said Spirit of the Game.

3. Fundamental Principles

- **Respect for Democratic Rights:** Members retain the right to speak, vote, stand for office, and engage in lawful association activities consistent with the JKCA Constitution and applicable law.
- **Duty to Uphold the Constitution:** Members shall not willfully or knowingly violate the JKCA Constitution, bylaws, regulations, or duly adopted resolutions.
- **Duty of Good Faith and Integrity:** Members shall act honestly, avoid deception, and disclose any conflicts of interest.
- **Duty to Preserve Reputation:** Members shall avoid acts, statements, or behaviour that may reasonably be expected to bring disrepute to JKCA or damage its ability to function effectively.

- **Duty to Maintain Harmony and Stability:** Members shall conduct themselves to foster collegiality, constructive debate, and the orderly functioning of the Association.

4. Expected Conduct

- **Compliance:** Comply with the JKCA Constitution, rules, and legitimate directions of authorized bodies.
- **Respectful Communication:** Address colleagues, staff, players, officials, and members respectfully; refrain from abusive, threatening, insulting, or defamatory language.
- **Constructive Dissent:** Members may express disagreement or critique but must do so constructively, without resorting to personal attacks, deliberate misinformation, or actions intended to destabilize the Association.
- **Confidentiality:** Respect confidentiality of matters designated as confidential by the JKCA or as required by law; do not disclose confidential information for personal gain or to harm the Association.
- **Conflict of Interest:** Disclose actual, potential, or perceived conflicts of interest and recuse oneself from decisions where the conflict is relevant. Members shall act in accordance with Rule 45 of the Constitution of JKCA.
- **Use of Facilities and Resources:** Use JKCA funds, property, and services responsibly and only for authorised purposes.
- **Social Media and Public Statements:** When speaking publicly or on social media about JKCA matters, indicate whether one speaks in a personal capacity; avoid false statements, incitement, or conduct likely to harm JKCA's interests.
- **Non-Discrimination and Harassment:** Refrain from discrimination, harassment, or bullying based on race, religion, gender, disability, age, sexual orientation, political belief, or other protected characteristics.

5. Prohibited Conduct

- **Willful Constitutional Breach:** Deliberate attempts to flout the JKCA Constitution, rules, or lawful resolutions.
- **Deliberate Misinformation:** Knowingly making false statements about JKCA affairs, members, or officials to harm the Association.
- **Corruption and Improper Advantage:** Soliciting or accepting bribes, gifts, or benefits in exchange for favors or decisions, or using office for private gain.

- **Disruption:** Intentionally disrupting meetings, events, or operations in a manner that prevents the orderly exercise of Association functions.
- **Public Acts of Disrepute:** Conduct outside the Association that materially damages JKCA's reputation or impairs its functioning.
- **Retaliation:** Retaliating against any person for reporting misconduct or participating in an investigation, unless the report was made maliciously and in bad faith.

6. Public Statements and Communications

- a. Members shall distinguish personal opinions from official positions of JKCA unless specifically authorized to speak on behalf of the Association.
- b. Public criticism made in good faith, based on facts, and intended to improve governance shall not constitute misconduct.
- c. Statements made with malicious intent, reckless disregard for facts, or with the objective of damaging the reputation, stability, or functioning of JKCA may constitute misconduct.

7. Social Media Conduct

Members shall exercise responsibility while using social media and digital platforms and shall refrain from posting content that:

- a. Is knowingly false or misleading;
- b. Defames or maligns JKCA or its stakeholders without factual basis;
- c. Incites discord, hostility, or disorder within the Association; or
- d. Brings the game of cricket or JKCA into disrepute.

8. Misconduct:

(1) For the purpose of these Regulations, Misconduct, in relation to all persons and entities to which these Regulation apply shall include:

- a. Misbehavior including rude behavior and/ or use of inappropriate or abusive language whilst on JKCA premises or while engaged in any JKCA activity.
- b. Irresponsible behavior including indecent, offensive, disorderly, threatening or violent behavior whilst on the JKCA premises or while engaged in any JKCA activity.
- c. Non compliance with any of the Rules, Regulations, Bye-Laws or Executive Instructions framed and issued by the JKCA under its Rules and Regulations or otherwise
- d. Non-compliance with any of the provisions of Memorandum of Association and/or Rules and Regulations as listed in the Constitution of JKCA.
- e. An act which may or is likely to be detrimental to the interest of the JKCA.
- f. An act which may or is likely to endanger the harmony or affect the reputation or image of the JKCA or bring disrepute to the JKCA.

- g. An act which may or is likely to be detrimental to or bring disrepute to the game of cricket.
- h. Concealment of information sought or required to be given or providing factually incorrect or misleading information.
- i. Making an unsubstantiated defamatory statement or leveling an unsubstantiated allegation against JKCA, Office Bearers, Councillors, Officer and Staff or any other person or entity to whom these Regulations apply.
- j. Making an unsubstantiated derogatory, defamatory statement or leveling an unsubstantiated allegation against the Office Bearers of BCCI.
- k. Causing damage to or destruction of any property, moveable or immovable, of the JKCA including the stands, the main ground, the main pitches, the practice pitches, the cricketing or other infrastructure.
- l. Misuse or unauthorized use of JKCA premises or items of property, including appropriate use of any of its property.
- m. Disruption of, or improper interference with the administrative, sporting or other activities of the JKCA, whether on its premises or elsewhere.
- n. Obstructing or sabotaging any cricket matches hosted by the JKCA at Jammu, Srinagar or elsewhere.
- o. Obstruction of or improper interference with the discharge of functions, duties or responsibilities of any person or entity to whom these Regulation apply or of the Executives, Officers, members of staff or other employees of the JKCA or any other authorized person.
- p. Influencing or attempting to influence actions or decisions of any person or entity to whom these Regulations apply or of the Executives, Officers, member of Staff or other employees of the JKCA or any authorized person.
- q. An act of sexual, racial or any other form of abuse or harassment.
- r. An act of discrimination on the ground of religion, race, caste or gender.
- s. An act of financial irregularity including embezzlement or misappropriation of funds.
- t. Manipulation or falsification of records in order to give undue benefit or advantage to oneself or someone else.
- u. An act of cheating, fraud, deceit, deception or dishonesty, generally and in relation to the JKCA or its functioning or in connection with holding any office in the JKCA or in relation to being a member of the JKCA.
- v. An act of corruption, including corrupt transaction, for extending an undue benefit or favour or in anticipation of an undue benefit of favour.
- w. Behaviour likely to cause injury or impair safety including safety of spectators and visitors, or JKCA premises.
- x. Conduct which constitutes a criminal offence whether or not on JKCA premises, or which affects or concerns other member of the JKCA in their relationship with JKCA or is an offence of dishonesty, where the member holds an office of responsibility in the Association.

(2) Conduct arising out of non-compliance or contravention of a previous order, subsisting undertaking or a previously imposed penalty, under these Regulations or under any previous Regulations or Code or the Memorandum

and/ or Rules and Regulations of JKCA.

- (3) Any other act or conduct which in the opinion of the Apex Council is likely to be detrimental to the interest of the JKCA or the game of cricket or endanger the harmony or affect the reputation or interest of the JKCA or amounts to misconduct.
- (4) Any other act or conduct which in the opinion of the Ombudsman is likely to be detrimental to the interest of the JKCA or the game of cricket or endanger the harmony or affect the reputation or interest of the JKCA or amounts to misconduct.
- (5) In addition to the above, the following conduct shall also constitute misconduct in relation to a player, match official and team official:
 - a. dissent or reaction in a provocative or disapproving manner at an umpire's decision;
 - b. physical abuse or intimidation of any player, umpire or other person (including spectator), both on or off the field;
 - c. Inappropriate and deliberate physical contact with a Player, Team Official, other Match Official, Support Personnel or any other person (including a spectator) during a Match.
 - d. the use of foul, crude abusive language or the making of offensive gestures whether directed at an individual or otherwise;
 - e. sledging;
 - f. deliberate distraction of an opponent;
 - g. persistent appealing in order to pressurise an umpire or opponent;
 - h. wilful damage to property, equipment or playing surfaces;
 - i. the use, distribution or administration of banned or illegal drugs or substances;
 - j. racial abuse of any kind;
 - k. ungentlemanly conduct or any other wilful action detrimental to the JKCA and its members or any conduct that is likely to bring the JKCA or the game of cricket into disrepute.
 - l. Use of any unfair means.
 - m. Deliberate concealment of information or providing wrong information including with regard to age.
 - n. Revealing or divulging information, including about the wicket, ground, team or anything related to the match, whether for or without consideration, to a person not entitled to that information.
 - o. Sexual harassment or abuse.
 - p. Negligence in performance of duty or performance in breach of contract with JKCA.

(6) Further, in addition to clauses (1) & (2) above the following conduct shall also constitute misconduct in relation to a selector:

- a. Doing anything or taking any decision pertaining to selection of players on or for any consideration other than merit.
- b. Denying rightful opportunity to any player of being considered or compete for selection.
- c. Expecting or accepting any benefit or advantage, pecuniary or otherwise from a player or anyone related or associated with the player.

9. Reporting and Investigation

- **Reporting:** Members should report suspected breaches of this Code to the Apex Council (designated authority) in writing, with supporting information where available.
- **Confidentiality and Fairness:** Reports will be handled promptly, fairly, and, to the extent possible, confidentially.
- **Investigation:** The designated authority will investigate alleged breaches, affording the member a fair opportunity to respond, present evidence, and be heard.
- **Interim Measures:** Where necessary to protect the Association's interests, interim measures (temporary suspension of certain privileges or access) may be imposed pending investigation, following fair procedure.

10. Disciplinary Measures

- i. **Range of Sanctions:** On finding a breach, the disciplinary authority may apply proportionate sanctions, including but not limited to
 - Formal warning or reprimand.
 - Requirement to apologise or corrective action.
 - Suspension of membership privileges or office for a fixed period.
 - Removal from office or committees (if permitted under the Constitution).
 - Financial restitution or requirement to repay misused funds.
 - Referral to external authorities where conduct may constitute a criminal offence.
- **Proportionality and Consistency:** Sanctions shall be proportionate to the seriousness of the breach and applied consistently, with written reasons provided to the affected member.

11. Reporting and Investigation

- **Reporting:** Members should report suspected breaches of this Code to the Apex Council (designated authority) in writing, with supporting information where available.

12. Appeal

- **Right of Appeal:** Members subject to sanctions shall have the right to appeal to a higher internal adjudicatory body or an independent panel as prescribed by the JKCA Constitution and rules.
- **Timelines:** Appeals must be lodged within a period of one week from the date of the sanction decision; the appellate body will decide within a reasonable period, and its decision will be final as per the Constitution

13. Protections and Safeguards

- **Protection of Democratic Rights:** This Code shall not be applied in a way that unlawfully suppresses legitimate democratic expression or participation as protected by the JKCA Constitution and applicable law.
- **Procedural Fairness:** Investigations and disciplinary processes will follow principles of natural justice: notice of allegations, opportunity to respond, unbiased decision-makers, and reasoned written decisions.
- **Anti-vexatious Safeguard:** Frivolous or malicious complaints may result in dismissal and potential disciplinary action against the complainant.

14. Implementation

- **Publication:** This Code will be published and posted on the JKCA website
- **Undertaking:** Every member shall be deemed to have accepted this Code and shall conduct himself/herself in a manner consistent with its provisions and the values of JKCA.
- **Review:** The Code will be reviewed periodically (every 2–3 years) or as required to reflect constitutional changes or legal developments.

15. Interpretation

- **Conflict with Constitution:** In the event of any inconsistency between this Code and the JKCA Constitution, the Constitution shall prevail.
- **Preserve Legitimate Interest of JKCA:** This Code shall be interpreted to preserve the legitimate interest of JKCA in preserving its reputation, harmony, stability and effective functioning

Concluding statement

Members are trustees of the reputation and functioning of JKCA. Adherence to this Code protects members' democratic rights while ensuring the Association operates with integrity, harmony, and stability for the good of cricket in Jammu & Kashmir and Ladakh.