



Northern Territory Cricket Member Protection Policy

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Any potential breaches of this Member Protection Policy should be addressed by the Club as the first point of contact. If the issue is not resolved at Club level, it should then be escalated to the relevant State or Territory Association, and finally to Cricket Australia. This ensures that any matter is dealt with by the lowest appropriate jurisdiction.

However, the following potential breaches **must** be reported to Cricket Australia (**CA**) (contact details in Annexure B), who reserves the right to investigate the matter further, if appropriate:

- Matters involving a Child or Young Person
- Matters involving criminal offences

It is important to ensure that all breaches are handled promptly and in accordance with the established reporting procedures.

1. Purpose and application

- 1.1. Northern Territory Cricket is committed to ensuring that cricket remains a safe, welcoming and inclusive environment and that everyone involved with cricket is treated with respect and dignity, protected from Abuse, Bullying, any form of Harassment, Sexual Misconduct, Discrimination, Victimisation and Vilification.
- 1.2. The Member Protection **Policy** seeks to ensure that everyone involved in our cricket community is aware of their rights and responsibilities. This Policy sets out the standards of behaviour expected of those involved in cricket in and the behaviours that are not acceptable.
- 1.3. This Policy applies to:
 - a) Cricket Participants; and
 - b) Cricket Organisations.
- 1.4. All Cricket Participants and Cricket Organisations to which this Policy applies must always comply with this Policy (whilst they are a Cricket Participant or Cricket Organisation), including:
 - a) in relation to any dealings they have with Cricket Organisations or their staff, contractors, and representatives;
 - b) when dealing with other Cricket Participants or Cricket Organisations in their capacity as a Cricket Participant/Cricket Organisation; and
 - c) in relation to their membership or standing as a Cricket Participant or Cricket Organisation in general.
- 1.5. The following is not within the scope of this Policy:
 - a) where an interaction (including social media interactions) occurs involving one or more Cricket Participants or Cricket Organisations, and the only link or connection between the interaction and cricket is the fact that one or more individuals are Cricket Participants or Cricket Organisations.

For example, two members of a Cricket Organisation getting into a verbal or physical argument at a shopping centre, or two members sending abusive social media messages to each other that have no direct link to cricket.
 - b) where Prohibited Conduct occurs in contravention of this Policy, any subsequent conduct or interaction(s) that, whilst related to the original Prohibited Conduct, no longer directly relates to cricket (even where such conduct or interaction(s) would otherwise be Prohibited Conduct).

For example, where a member of a Cricket Organisation allegedly breaches this Policy by physically assaulting another member at a match, but then the personal grievance(s) between those two individuals spills into issues not directly related to cricket, such as social media abuse or trolling.

- c) Where Northern Territory Cricket or the Cricket Organisation determines, in their absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different State/Territory Cricket Association Name or CA policy, code, rule, regulation or agreement.
- 1.6 Nothing in this Policy prevent Northern Territory Cricket or CA from making enquiries with a Cricket Organisation in relation to any investigation into an allegation of Prohibited Conduct where it becomes aware of such an allegation. Northern Territory Cricket or CA retains the right to investigate the allegation where it considers it appropriate to do so. Northern Territory Cricket may notify CA of allegations of Prohibited Conduct it receives and if required, seek the support of CA Integrity.
- 1.7 This Policy should be read in conjunction with Australian Cricket's Framework for Safeguarding Children and Young People, and does not override or supersede, obligations in this framework or related legislative requirements

2. Definitions and interpretation

2.1. In this Policy:

- a) references to 'including' or similar words are not words of limitation;
- b) all notices must be in writing and in English;
- c) words in the singular include the plural and vice-versa;
- d) a construction that would promote the purpose or object underlying this Policy must be preferred to a construction that would not promote that purpose or object; and
- e) to the extent that there is any inconsistency between a term of any legislation and a term of this Policy, the term of that legislation overrides the Policy and applies to the extent of the inconsistency.

2.2. Defined terms not otherwise defined in this Policy have been defined in, and have the meaning given to them in the Complaints and Dispute Resolution Policy. In this Policy, the following words have the corresponding meaning:

Abuse Any type of abuse (including physical, emotional, psychological, sexual and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person, online or as the result of a publication viewable by any other person by any means and which includes those examples set out at Annexure A to this Policy.

Australian Cricket's Child Safe Policies means Australian Cricket's Framework for Safeguarding Children and Young People documents of the following names:

- a) Policy for Safeguarding Children and Young People;
- b) Looking after our Kids Code of Behaviour; and,
- c) the Commitment Statement to Safeguarding Children and Young People, each as amended from time to time.

Bullying Where a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing and which includes those examples set out at Annexure A to this Policy.

Child Abuse is the mistreatment of a Child or Young Person that:

- a) causes, is causing or is likely to cause any detrimental effect to a Child or Young Person's physical, psychological, or emotional wellbeing; or
 - b) does, or is likely to, endanger a Child or Young Person's physical or emotional health, development, or wellbeing,
- whether through a:
- i. single act, omission, or circumstance; or
 - ii. series or combination of acts, omissions, or circumstances.

Child Abuse includes:

Physical Abuse Occurs when a person subjects a Child or Young Person to application of physical force, which may cause injury intentionally or inadvertently because of physical punishment or the aggressive treatment of a confinement. Physically abusive behaviour includes, but is not limited to:

- a) shoving, hitting, slapping, shaking, throwing, punching, biting, burning, kicking; and harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical development.

Emotional Abuse occurs when a Child or Young Person does not receive the attention they need for healthy emotional, psychological, and social development or are exposed to violence/abuse against other Children or Young People or Adults. Such abuse may involve:

- a) repeated rejection or threats to a Child or Young Person (either in person or online);
- b) constant criticism, teasing, ignoring, threatening, yelling, scapegoating, ridicule, intentional exclusion, continual coldness, and rejection (either in person or online);
- c) Bullying and Harassment (either in person or online);
- d) harmful training methods or overtraining where there is the potential to result in damage to a Child or Young Person's physical, intellectual, or emotional wellbeing and development (either in person or online).

Sexual Abuse occurs when an adult, or a person in authority (i.e. older, or younger but more physically or intellectually developed) involves a Child or Young Person in any sexual activity.

Perpetrators of sexual abuse take advantage of their power, authority, or position over the Child or Young Person for their own benefit. It can include making sexual comments to a Child or Young Person, kissing, touching a Child or Young Person's genitals or breasts, oral sex, or intercourse with a Child or Young Person.

Neglect is the persistent or deliberate failure or denial to meet a Child or Young Person's basic needs, including the failure to provide adequate food, clothing, shelter, adequate supervision, clean water, medical attention, or supervision to the extent that the Child or Young Person's health and development is or is likely to be harmed, whether the neglect is physical, medical, emotional or educational neglect in nature or takes the form of abandonment.

Child or Young Person is a person under the age of eighteen years and Children or Young People mean more than one Child or Young Person.

Complaint A formal notification of a complaint relating to Prohibited Conduct under this Policy.

Cricket Organisation Any of the following organisations:

- a) Northern Territory Cricket
- b) each company or incorporated club or association that is a member or affiliate of Northern Territory Cricket;
- c) **Team**, which means a collection or squad of athletes who compete and/or train in cricket and/or cricket activities; and
- d) any other organisation who has agreed to be bound by this Policy.

Cricket Participant Includes:

- a) Players that are registered with or entitled to participate in the activities of an Affiliated Association or Club;
- b) Individuals who are registered with or entitled to participate in a Cricket Organisation or a cricket activity;
- c) Coaches appointed to train a Player or Team in a Cricket Organisation or Cricket Event;
- d) Administrators who have a role in the administration or operation of a Cricket Organisation, including owners, directors, committee members or other persons;
- e) Officials including referees, umpires, technical officials, or other officials appointed by a Cricket Organisation or any league, competition, series, club or Team sanctioned by Northern Territory Cricket;
- f) Player Support Personnel who are appointed in a professional or voluntary capacity by a Cricket Organisation;
- g) Individuals who are registered as members with a Cricket Organisation or any league, competition, series, Club or Team sanctioned by Northern Territory Cricket;
- h) Employees;
- i) Contractors;
- j) Volunteers; and
- k) Any other individual who has agreed to be bound by the Relevant Policies.

Harassment means behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment, whether in-person or online

Player Support Personnel means any umpire, match referee, coach, trainer, team manager, player agent, selector, team official, doctor, physiotherapist, dietitian, fitness or other health related advisor or any other person employed by, contracted to, representing or otherwise affiliated to Northern Territory Cricket or any other person employed by, contracted to, representing or otherwise affiliated to a Team or squad that is chosen to represent Northern Territory Cricket in any Match or series of Matches.

Protected Characteristic means:

- a) age;
- b) disability;
- c) race or ethnicity;
- d) sex;
- e) sexual orientation or gender identity; or
- f) religion

Sexual Misconduct means:

- a) Sexual Harassment, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated, or intimidated; and
- b) behaviour that may constitute a sexual offence that is unlawful.

Discrimination includes both direct and indirect discrimination (either in-person or online) which have the following meaning:

- a) 'Direct discrimination' occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances.
- b) 'Indirect discrimination' occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances.

Victimisation Subjecting a person, or threatening to subject a person, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action.

Vilification A public act, conduct or behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation.

3. Prohibited Conduct

3.1. A Cricket Participant or Cricket Organisation commits a breach of this Policy when they, either alone or in conjunction with another or others, engage in any of the following conduct against one or more Cricket Participants or Cricket Organisations, in the circumstances outlined in clause 1:

- a) Abuse;
- b) Bullying;
- c) Child Safeguarding Matters under the Child Safeguarding Policy
- d) Harassment;
- e) Sexual Misconduct;
- f) Unlawful Discrimination;
- g) Victimisation; or
- h) Vilification.

3.2. Annexure A sets out examples of what may constitute Prohibited Conduct under this Policy.

4. Complaints and Dispute Resolution Policy

4.1 Subject to this clause 4, the Complaints and Dispute Resolution Policy applies to any alleged Prohibited Conduct, including reports of breaches of this Policy.

4.2 In the event of a Complaint or allegation of Child Abuse that indicates Child Abuse has, may have or is likely to occur, anyone bound by this Policy must immediately notify the police and/or the relevant state/territory government agency in line with the Child Safeguarding Policy (See [Annexure B –Child Safeguarding Policy]).

4.3 A Complaint or allegation relating to this Policy that is serious or criminal in nature must be reported to relevant state/territory law enforcement agency, CA and the appropriate person within the Northern Territory Cricket.

5. Education

- 5.1 To prevent breaches of this Policy, build positive behaviours in sport and protect participants from threats, Northern Territory Cricket is responsible for developing and implementing an education plan addressing the content and subject matter of this Policy.
- 5.2 The Cricket Organisations may, from time to time, direct certain Cricket Participants to undertake education, which will be relevant and proportionate to their level of participation in cricket and the associated integrity risks.

Annexure A: Examples of Prohibited Conduct

1. **Abuse** may include, but is not limited to:
 - a) physical abuse and assault including shoving, hitting, shaking, slapping, throwing, punching, burning, kicking, destroying property, deprivation of food, water, or rest, forced feeding, unreasonable physical restraint, spitting at another person, biting or otherwise putting a person at unreasonable risk of physical harm;
 - b) sexual abuse including rape and assault, using sexually degrading insults, forced sex or sexual acts, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance;
 - c) emotional abuse and/or psychological abuse (which may be repeated or as a single incident) such as intentional embarrassment in public, preventing or excluding someone from participating in sport activities, stalking, humiliation, intimidation, inappropriate symbolic acts, taunting, yelling, placing unrealistic expectations on a person or a continued adverse attitude towards a person that results in significant damage to the person's physical, intellectual or emotional wellbeing and development;
 - d) verbal abuse (which may be repeated or as a single incident) such as offensive insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, body shaming, or aggressive yelling;
 - e) financial abuse such as restricting access to bank accounts, taking control of finances and money, forbidding someone from working, taking someone's pay and not allowing them to access it;
 - f) neglect of a person's needs, involving the persistent failure or deliberate denial to provide a person with the basic necessities of life, for example failing to give adequate food, clean water, adequate supervision, medical attention, shelter, clothing or to protect a child from danger or foreseeable risk of harm or injury; or
 - g) family and/or domestic violence – violence between members of a family or extended family, or those fulfilling the role of family in a person's life. It occurs when a person is forced to live with violence between people in or beyond their place of residence. It can include witnessing violence or the consequences of violence. Exposure to family and domestic violence places people, in particular children, at increased risk of physical injury and harm and has a significant impact on their wellbeing and development.

2. **Bullying** may include, but is not limited to:

- a) intentionally excluding someone from a group (online or offline);
- b) acting in an unpleasant way near or towards someone;
- c) giving nasty looks, making rude gestures, calling names, being rude and impolite, and constantly negative teasing;
- d) spreading rumours or lies, or misrepresenting someone (i.e. using their social media account to post messages as if it were them);
- e) 'fooling around', 'messaging about' or other random or supposedly playful conduct that goes too far;
- f) harassing someone based on their race, sex, religion, gender or a disability;
- g) intentionally and repeatedly hurting someone physically;
- h) intentionally stalking someone; and
- i) taking advantage of any power over someone else,

but does not include legitimate and reasonable:

- i. management action;
- ii. management processes;
- iii. disciplinary action; or
- iv. allocation of activities in compliance with agreed systems.

3. **Harassment** may include, but is not limited to:

- a) telling insulting jokes about racial groups;
- b) sending explicit or sexually suggestive emails or text messages;
- c) displaying racially offensive or pornographic images or screen savers;
- d) offensive behaviour based on someone's race, disability, sexual orientation, gender identity or gender expression (either in-person or online);
- e) asking intrusive questions about someone's personal life, including his or her sex life;
- f) Sexual Harassment
- g) intentionally stalking someone (either in-person or online); or
- h) intentionally disclosing (either in-person or online) a Protected Characteristic of someone without consent.

4. **Sexual Misconduct** may include, but is not limited to:

- a) unwelcome touching;
- b) staring or leering;
- c) suggestive comments or jokes;
- d) showing or sharing sexually explicit images or pictures;
- e) unwanted invitations to go out on dates;
- f) requests for sex;
- g) intrusive questions about a person's private life or body;
- h) unnecessary familiarity, such as deliberately brushing up against a person;
- i) insults or taunts based on sex;
- j) sexually explicit physical contact;
- k) sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
- l) displaying pornographic images or screen savers;
- m) asking intrusive questions about someone's personal life, including about his or her sex life;
- n) using sexually degrading insults, exposure to pornography, sexual jokes, using sex to coerce compliance;
- o) grooming a Child or Young Person; and
- p) criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

5. **Discrimination** is differential treatment (either in-person or online) based on a personal characteristic including, but not limited to
 - a) age;
 - b) disability (which also includes discrimination based on having an assistance aid supporting a person with disability – this includes equipment like a wheelchair or cane, an assistance dog or a person providing assistance or services to them);
 - c) race, colour, nationality, ethnicity or migrant status;
 - d) sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding; and
 - e) sexual orientation, gender identity or intersex status.
6. **Victimisation** is behaviour including, but not limited to:
 - a) dismissal of an employee/volunteer or disadvantage to their employment/involvement in sport;
 - b) exclusion of a person from a sport activity because they were a witness to Prohibited Conduct; or
 - c) failure to select an individual on merit because they have supported another person in lodging a complaint.
7. **Vilification** may include:
 - a) speaking about a person's race or religion in a way that could make other people dislike, hate, or ridicule them;
 - b) publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
 - c) repeated and serious verbal or physical abuse about the race or religion of another person;
 - d) encouraging violence against people who belong to a particular race or religion, or damaging their property; and
 - e) encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech or publication, websites or email.

Annexure B: Information for Reporting Allegations of Child Abuse in Australia

1. If you believe a child is in immediate danger or in a life-threatening situation, contact the Police immediately on 000.
2. The relevant contact details for police and government departments in Australia regarding complaints of Child Abuse are:

Contact details for Police and Government Child Protection Agencies		
State/Territory	Contact	Details
Australian Capital Territory	ACT Police Non-urgent police assistance	Phone: 131 444 Website: police.act.gov.au
	Child and Youth Protection Services	Phone: 1300 556 729 Website: act.gov.au/community/child-protection-and-youth-justice
New South Wales	New South Wales Police Non-urgent police assistance	Phone: 131 444 Website: police.nsw.gov.au
	Department of Family and Community Services	Phone: 132 111 Website: facs.nsw.gov.au/families
Northern Territory	Northern Territory Police Non-urgent police assistance	Phone: 131 444 Website: pfes.nt.gov.au
	Territory Families	Phone: 1800 700 250 Website: nt.gov.au/law/crime/report-child-abuse
Queensland	Queensland Police Non-urgent police assistance	Phone: 131 444 Website: police.qld.gov.au
	Department of Child Safety, Youth and Women	Phone: 1800 811 810 or 13 QGOV (13 74 68) Website: qld.gov.au/community/getting-support-health-social-issue/support-victims-abuse/child-abuse/reporting-child-abuse
	Your relevant Regional Intake Service – Find your regional number here:	Website: dcssds.qld.gov.au/contact-us/departments-contacts/child-family-contacts/child-safety-service-centres/regional-intake-services After hours: 1800 177 135
Tasmania	Tasmania Police Non-urgent police assistance	Phone: 131 444 Website: police.tas.gov.au
	Department of Communities	Phone: 1800 000 123 Website: strongfamiliesafekids.tas.gov.au/
Victoria	Victoria Police Non-urgent police assistance	Phone: 131 444 Website: police.vic.gov.au
	Department of Families, Fairness & Housing	Website: services.dhhs.vic.gov.au/reporting-child-abuse
	Your relevant Regional Intake Service – Find your regional number here:	Website: services.dhhs.vic.gov.au/child-protection-contacts After hours: 131 278
Western Australia	Western Australia Police Non-urgent police assistance	Phone: 131 444 Website: police.wa.gov.au
	Department of Communities – Child Protection and Family Support	Phone: Business Hours: 1800 273 889. After hours: (08) 9223 1111 Website: wa.gov.au/service/justice/criminal-law/report-child-abuse
South Australia	South Australia Police Non-urgent police assistance	Phone: 131 444 Website: police.sa.gov.au
	Department of Child Protection	Phone: 131 478 Website: childprotection.sa.gov.au/reporting-child-abuse

3. Relevant Contacts within Cricket Organisations in Australia:

Contact details for Cricket Organisations in Australia:		
State/Territory	Organisation	Phone Number
Australian Capital Territory	Cricket ACT	02 6239 6002
New South Wales	Cricket NSW	02 8302 6000
Northern Territory	Northern Territory Cricket	08 8944 8900
Queensland Cricket	Queensland Cricket	07 3292 3100
South Australia	SACA	08 8300 3800
Tasmania	Cricket Tasmania	03 6282 0400
Victoria	Cricket Victoria	03 9085 4000
Western Australia	WA Cricket	08 9265 7222
Australia	Cricket Australia	03 9653 9999

In addition to the contacts above, the Affiliated Association or Club:

- President
- Child Safe Officer; or
- Member Protection Information Officer

Cricket Australia's Integrity Unit can also be contacted as follows:

- Via the Cricket Australia Integrity Hotline FAIR GAME (1300 3247 4263)
- Email Cricket Australia's Integrity Partner, Core Integrity at fairgame@coreintegrity.com.au; or
- Email Cricket Australia's Integrity Team at: integrity@cricket.com.au.

Online: You can make a confidential (and anonymous) report/complaint to Cricket Australia's Integrity Partner, Core Integrity using this link:

<http://www.clearviewconnects.com/#/reporter/submit-report?org=cricketaustraliagp&lang=en>

OR us this QR Code:



Annexure C – Code of Conduct

Cricket owes much of its appeal and enjoyment to the fact that it should be played not only according to the Laws, but also the Spirit of Cricket. The major responsibility extends to all players, match officials and, especially in junior cricket, teachers, coaches and parents.” Extract from MCC Laws of the Game Preamble “Spirit of Cricket”

All persons connected to Community and Premier Cricket are required to comply with this Code of Conduct. You must meet the following standards of conduct when participating in any in-person or online activity held, sanctioned by or associated with a Cricket Organisation.

Respect

- Respect the rights, dignity and worth of every person regardless of their personal attributes, including but not limited to age, race, sex, disability, sexuality, gender identity, beliefs or religion
- Refrain from any form of Unlawful Discrimination, Harassment, Bullying, Abuse, Grooming, Intimidation, Victimisation or Vilification, including but not limited to on the basis of age, race, sex, disability, sexuality, gender identity, beliefs or religion
- Model appropriate behaviour by not using foul language
- Recognise and value the contribution of volunteers who give up their valuable time to make cricket happen.

Integrity

- Be honest, fair, respectful, trustworthy, reliable, open and transparent in dealings with others
- Refrain from any behaviour that may bring cricket or a Cricket Organisation into disrepute
- Not engage in or advocate the possession or use of banned performance enhancing substances, methods, illicit drugs, smoking, vaping or the use of alcohol or e-cigarettes
- Not participate in or encourage action that may jeopardise the integrity of the sport of cricket, including match-fixing, illegal sports betting and other corruption
- Avoid any actual, potential or perceived conflicts of interest
- Understand and play by the Spirit of Cricket

Responsibility

- Consider and accept the consequences of your actions and decisions
- Be a positive role model by displaying self-control, respect, care and diligence to all involved in cricket
- Demonstrate a high degree of responsibility, especially when dealing with Children or Young People under 18 years of age
- Understand the consequences of breaching this Code of Behaviour or any other policy or code of a Cricket Organisation and immediately report any potential breaches to appropriate authorities

Safe, Inclusive and Supportive

- Provide a safe, welcoming, supportive and inclusive environment that regards the health, welfare and well-being of participants (particularly Children or Young People) as paramount
- Take all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate to the age and ability of participants
- Be aware of and support policies and practices including injury management, return to play, adverse weather and child safe standards (as promoted in Australian Cricket's Policy for Safeguarding Children and Young People), including reporting safety issues to appropriate Victorian Cricket Organisations

Social media and other digital/online communication

- Never impersonate or falsely represent any other person or infringe their intellectual property rights
- Respect both the privacy and confidentiality of information
- Do not violate security measures or interfere with the operation of systems, platforms or other digital environments of the relevant Cricket Organisations
- Observe the requirements of Australian Cricket's Child Safe Policies
- Ensure the standards in this Code of Behaviour are reflected in social media, and other online and digital environments (as well as in person)