

Ethics Policy

2026-27



Edition 2026-27

This manual establishes Ethical standards for all FCC activities. It is intended as a federation governance document aligned with international good practice and Spanish/Catalan legal obligations.

1. Policy Statement

The Catalan Cricket Federation (FCC) is committed to maintaining the highest standards of ethics, integrity, transparency, and professionalism in all aspects of cricket. This Ethics Policy establishes the principles and standards of behaviour expected from everyone involved in FCC activities.

The Federation believes that cricket should be played and administered with honesty, fairness, respect, accountability, and good governance. Every individual has a responsibility to protect the reputation of the sport and to promote an environment that is safe, inclusive, respectful, and free from corruption, discrimination, abuse, harassment, and unethical conduct.

The FCC adopts a zero-tolerance approach to any behaviour that compromises the integrity of cricket or damages public confidence in the Federation. All decisions shall be made in the best interests of the sport and its participants, with fairness, impartiality, and transparency.

2. Purpose & Scope

The purpose of this Ethics Policy is to promote ethical behaviour, good governance, and responsible decision-making throughout the Catalan Cricket Federation. It provides a clear framework for expected conduct and supports a culture of honesty, respect, accountability, and integrity across all Federation activities.

This Policy applies to all individuals acting on behalf of or participating in FCC activities, including:

- Board Members
- Committee Members
- Employees and Consultants
- Coaches, Officials and Umpires
- Players and Team Managers
- Volunteers
- Affiliated Clubs
- Parents and Guardians participating in FCC activities
- Contractors, Partners and any person representing the Federation

Compliance with this Policy is a condition of participation in FCC competitions, programmes, meetings, and official activities.

3. Core Ethical Values

The FCC expects every individual to uphold the following core ethical values:

- **Integrity**
Act honestly, ethically, and in the best interests of cricket. Avoid conduct that could damage the reputation of the Federation or undermine public confidence.
- **Respect**
Treat every person with dignity, fairness, and courtesy, regardless of age, gender, nationality, ethnicity, religion, disability, or background. Respect the Spirit of Cricket both on and off the field.
- **Fairness**
Make decisions impartially and objectively, free from personal bias, favouritism, discrimination, or improper influence.
- **Accountability**
Accept responsibility for individual actions and decisions. Be transparent, comply with Federation policies, and be accountable for maintaining high professional standards.
- **Transparency**
Conduct Federation business openly and honestly, ensuring decisions are properly documented and made in accordance with established governance procedures.
- **Inclusion**
Promote equal opportunities and create a safe, welcoming, and inclusive environment where everyone can participate and contribute without fear of discrimination or harassment.

4. Responsibilities

- Maintaining high ethical standards is a shared responsibility across the Federation.
- The FCC Board shall provide leadership, approve ethical policies, promote good governance, and ensure appropriate oversight of ethical matters.
- Federation Committees shall implement this Policy, act with integrity, manage conflicts of interest appropriately, and support ethical decision-making throughout the organisation.
- Coaches, Officials and Volunteers shall lead by example, maintain professional behaviour, respect participants, protect the welfare of children and vulnerable adults, and comply with all FCC policies and regulations.
- Players shall demonstrate good sportsmanship, respect opponents, officials and teammates, compete fairly, and uphold the Spirit of Cricket at all times.
- Affiliated Clubs shall promote ethical behaviour within their organisations, support the implementation of this Policy, and take appropriate action where misconduct occurs.
- Every individual associated with the FCC has a personal responsibility to report suspected unethical conduct, cooperate with investigations, and contribute to maintaining the integrity and reputation of cricket in Catalonia.

5. Standards of Ethical Conduct

Everyone associated with the Catalan Cricket Federation (FCC) is expected to conduct themselves with honesty, integrity, fairness, and professionalism at all times. Ethical behaviour is fundamental to protecting the reputation of cricket and maintaining public confidence in the Federation.

All individuals shall:

- Act honestly, responsibly, and in the best interests of cricket.
- Respect the rights, dignity, and wellbeing of all participants.
- Comply with FCC regulations, policies, applicable laws, and the Spirit of Cricket.
- Make decisions fairly, objectively, and without personal bias or favouritism.
- Maintain professional behaviour both on and off the field.
- Protect confidential information and use Federation resources responsibly.
- Avoid behaviour that may damage the reputation of the Federation or bring the game into disrepute.
- Promote a safe, inclusive, and respectful environment free from bullying, harassment, discrimination, abuse, intimidation, or victimisation.
- Cooperate fully with any ethical, disciplinary, or safeguarding investigation conducted by the Federation.

Every individual is expected to act as a positive role model and uphold the highest standards of conduct expected within the cricket community.

6. Conflicts of Interest

Individuals involved in FCC activities must always act in the best interests of the Federation and avoid situations where personal, financial, family, business, or other interests may improperly influence, or appear to influence, their decisions.

A conflict of interest may arise where an individual:

- Has a financial or commercial interest in an FCC decision.
- Has a close personal or family relationship with a person affected by a decision.
- All actual, potential, or perceived conflicts of interest must be declared as soon as they become known. Individuals must not participate in discussions, decisions, voting, or procurement processes where a conflict exists unless authorised by the appropriate governing body.
- The FCC may require conflicts of interest to be recorded and implement appropriate measures to manage or remove any identified conflict.

Transparency and impartiality are essential to maintaining confidence in the Federation's governance and decision-making processes.

7. Gifts, Hospitality & Benefits

Modest gifts or hospitality of nominal value that are customary and appropriate may be accepted where they are lawful, transparent, and do not compromise impartiality or professional judgement.

The following shall not be accepted:

- Expensive gifts or excessive hospitality.
- Benefits intended to influence decisions or secure unfair advantage.
- Where there is any doubt regarding the appropriateness of a gift or hospitality, the matter should be declared to the relevant FCC officer before acceptance. The Federation may require certain gifts or hospitality to be recorded in an official register.
- All individuals should ensure that their actions remain transparent and free from any perception of improper influence.

8. Integrity of Cricket

The Catalan Cricket Federation (FCC) is committed to protecting the integrity, credibility, and reputation of cricket. All participants must uphold the Spirit of Cricket and ensure that the game is played honestly, fairly, and without improper influence.

All individuals shall:

- Comply with the Laws of Cricket, FCC Regulations, and the Spirit of Cricket.
- Never engage in match-fixing, spot-fixing, betting, corruption, or any activity that could improperly influence the outcome of a match or competition.
- Never misuse confidential or inside information for personal, financial, or sporting advantage.
- Report immediately any approach, offer, or suspicion relating to corruption, betting, manipulation, or unethical conduct.
- Cooperate fully with any investigation conducted by the FCC or relevant authorities.

The Federation adopts a zero-tolerance approach to conduct that threatens the integrity of cricket. Any breach may result in disciplinary action, suspension, expulsion, and referral to the appropriate authorities.

9. Respect, Equality & Inclusion

The FCC is committed to creating a cricket environment that is respectful, inclusive, safe, and welcoming for everyone.

Every individual shall:

- Treat others with dignity, courtesy, fairness, and respect.
- Promote equal opportunities regardless of age, gender, race, ethnicity, nationality, religion, disability, sexual orientation, or social background.
- Reject all forms of discrimination, bullying, harassment, abuse, victimisation, intimidation, and hate speech.
- Encourage positive behaviour, teamwork, diversity, and good sportsmanship both on and off the field.
- Respect cultural differences and create an environment where everyone feels valued and included.

The Federation expects all affiliated clubs, players, officials, volunteers, and spectators to contribute to a positive cricket culture where every participant can enjoy the game free from fear, prejudice, or discrimination.

10. Confidentiality & Data Protection

Individuals working with or representing the FCC are entrusted with confidential information relating to players, members, clubs, employees, volunteers, competitions, safeguarding matters, disciplinary cases, and Federation business.

All individuals shall:

- Protect confidential information obtained through their role within the Federation.
- Use personal information only for legitimate FCC purposes.
- Comply with applicable data protection legislation, including the General Data Protection Regulation (GDPR).
- Maintain the confidentiality of safeguarding, disciplinary, medical, financial, and governance matters.
- Not disclose confidential information without proper authority or legal obligation.

The Federation shall ensure that personal information is collected, stored, processed, and retained securely and only for legitimate organisational purposes.

11. Reporting Ethical Concerns

The FCC encourages a culture of openness, accountability, and integrity. Every individual has a responsibility to report suspected unethical conduct, corruption, fraud, safeguarding concerns, financial misconduct, discrimination, or breaches of this Ethics Policy.

Reports may be made to:

Any authorised Federation official.

Individuals making reports in good faith will be treated fairly and protected from retaliation, victimisation, intimidation, or discrimination. Reports will be handled confidentially wherever possible and investigated in accordance with FCC procedures.

Knowingly making false or malicious allegations may itself constitute misconduct and may result in disciplinary action.

12. Investigations & Disciplinary Action

The FCC shall investigate all alleged breaches of this Ethics Policy fairly, independently, promptly, and confidentially.

- Individuals subject to an investigation shall:
- Be informed of the allegation.
- Be given a reasonable opportunity to respond.
- Be treated fairly and impartially throughout the process.
- Cooperate fully with any investigation.

Following an investigation, the Federation may take disciplinary action where appropriate. Sanctions may include:

- Advice or education.
- Formal warning.
- Mandatory training.
- Suspension from FCC activities.
- Disqualification from competitions.
- Expulsion from the Federation.
- Referral to statutory or regulatory authorities where applicable.

Disciplinary decisions shall be proportionate to the seriousness of the breach and made in accordance with the Federation's disciplinary procedures.

13. Policy Review & Declaration

The FCC Board shall review this Ethics Policy at least every three years, or earlier where required by changes in legislation, governance standards, or Federation operations.

All affiliated clubs, Board Members, committee members, employees, volunteers, coaches, officials, and participants are expected to familiarise themselves with this Policy and comply with its requirements.

Participation in FCC activities constitutes an acknowledgement that individuals understand and agree to uphold the ethical principles and standards contained within this Policy.

By working together with honesty, integrity, fairness, and accountability, we protect the reputation of the Catalan Cricket Federation and ensure that cricket continues to be a respected, inclusive, and trusted sport for all.