

MIDDLESEX MEMBERS' 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 within the Spirit of Cricket. Respect is central to the Spirit of Cricket. Cricket is an exciting game that encourages leadership, friendship and teamwork, which brings together people from different nationalities, cultures and religions.

In the same way, Middlesex Cricket expects that members respect and support each other, the club, Lord's and all who visit or work there. Any conduct demonstrating a failure to show respect, including abusive, discriminatory or inappropriate behaviour or language, will be considered a breach of the Rules of the Club and render a member liable to expulsion or suspension from the club as provided by the Rules of the Club.

Misconduct, for the purposes of this Code, includes the writing and / or circulating of letters and or electronic messages to members of the staff or Board which fail to show respect, including abusive, discriminatory or inappropriate behaviour or language.

MIDDLESEX CRICKET'S DISCRIMINATION ZERO TOLERANCE POLICY

Middlesex Cricket has a zero-tolerance policy on discrimination of any kind.

The Club strives to maintain an environment in which no individual, group or organisation experiences any form of discrimination, or feels excluded in any way.

As a Club we are unyielding in our position on this – there are no grey areas, there are no excuses – discrimination will never be excused or tolerated. In particular, this includes, but is not limited to, the use of language on and off the field of play.

In 2020 Middlesex Cricket made a firm commitment to make the Club more accessible and welcoming to the many ethnically diverse communities that the county comprises with the launch of a dedicated diversity and inclusion activation plan.

We are wholly committed to fulfilling our promise to make positive change and are driven to ensure we deliver on all aspects of our D&I activation plan.

We continue to learn, to educate, and improve, whilst firmly maintaining our zero-tolerance policy on all forms of discrimination.

ECB ANTI-DISCRIMINATION CODE

The ECB aims to create an environment within cricket in England and Wales in which no individual, group or organisation experiences discrimination or acts in a discriminatory manner on the basis of a Protected Characteristic (as defined in the Equality Act 2020 from time to time – which at the time of writing are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation).

To view the ECB's anti-discrimination code in full, visit: bit.ly/ECBcode