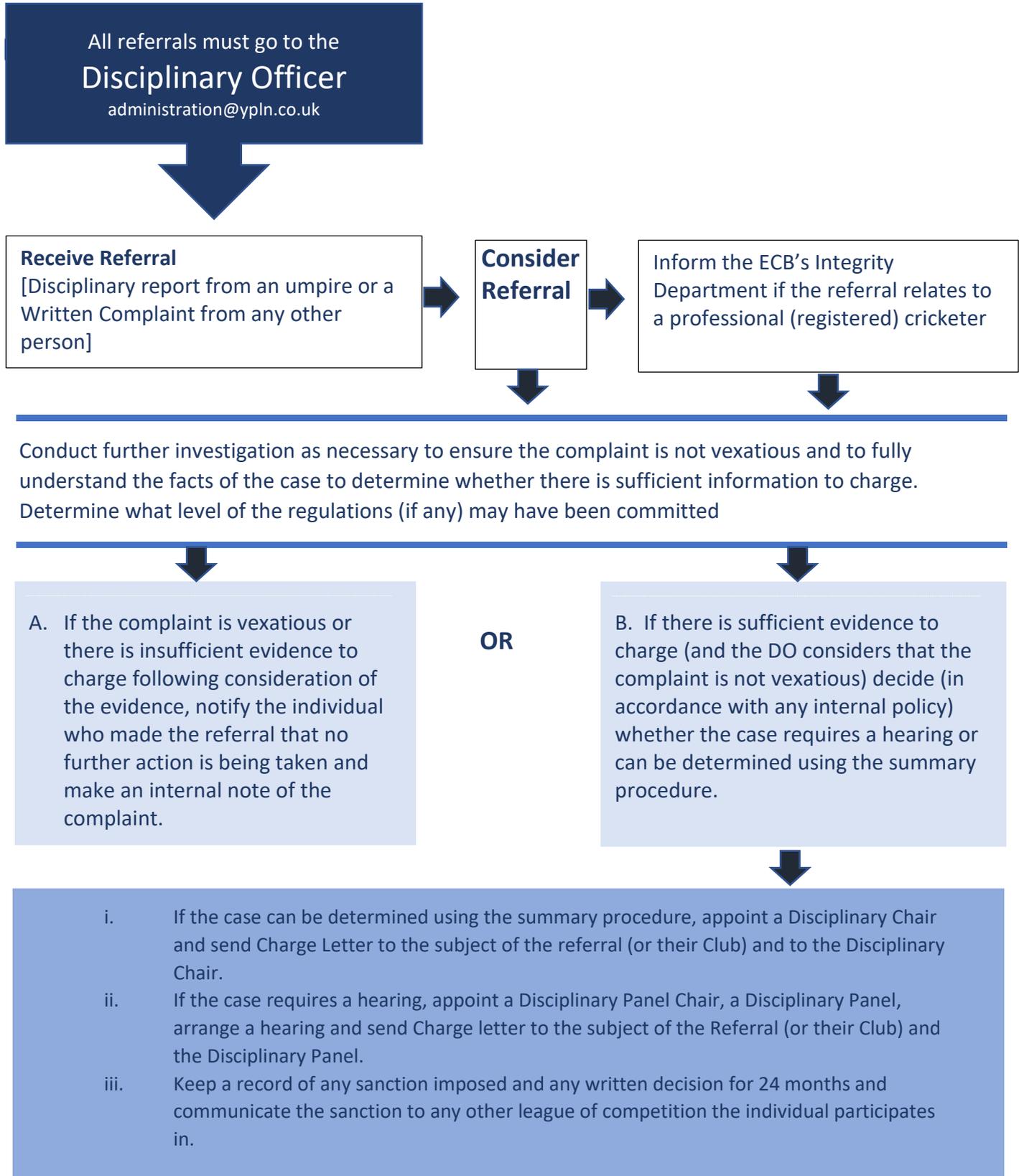




**GENERAL CONDUCT PROCESS FLOW CHART**





## Appeal

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*Receive Notice of Appeal and non-refundable administration fee of £150*

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### **Consider whether the Notice of Appeal identifies sufficient grounds for appeal**

- a. If there are not sufficient grounds for an appeal, notify the person appealing, their club and the DO of the body which made the decision.
- b. If there are sufficient grounds for an appeal, appoint an Appeal Panel Chair and an Appeal Panel and arrange a hearing.

## Disciplinary Chair (DC)

1. Consider Charge Letter.
2. Set subject of the Referral a reasonable time to respond to letter in writing and provide any relevant further information.
3. Consider any reply.
4. Determine, on the balance of probabilities, whether there has been a breach of the Regulations.
5. If there has been a breach of the Regulations, impose a sanction in accordance with Appendix 3.
6. Communicate the decision to the Respondent in writing.

## Disciplinary Panel Chair (DPC) and Disciplinary Panel

1. DPC to consider Charge Letter.
2. DPC to consider whether there needs to be a full hearing or the case can be decided on the basis of written evidence only.
3. DPC to consider whether the subject of the Referral should be suspended from participating in cricket until the hearing (or determination on the basis of written evidence) has concluded.
4. DPC to set the subject of the Referral a reasonable timeframe to respond to the letter in writing and provide any relevant further information and the exchange of any other evidence.
5. DPC to consider any reply/evidence.
6. If a hearing is taking place, the DPC to confirm how the case will proceed at the hearing.
7. At the hearing (or following receipt of the written evidence), the Disciplinary Panel to determine, on the balance of probabilities, whether there has been a breach of the Regulations.
8. If there has been a breach of the Regulations, the Disciplinary Panel to impose a sanction in accordance with Appendix 3.
9. Disciplinary Panel to communicate the decision to the Respondent verbally at the end of the hearing (where possible) and the DPC to confirm the decision in writing within a reasonable time period of the hearing concluding.

## Appeal Panel Chair (APC) and Appeal Panel

1. APC to consider Notice of Appeal.
2. APC to consider whether the sanction imposed by the Disciplinary Panel should come into effect before the appeal hearing has concluded.
3. APC to set the disciplinary body which made the decision a reasonable timeframe to respond to the Notice of Appeal in writing (if it wishes to do so) and provide any relevant further information and the exchange of any other evidence.
4. APC to consider any reply/evidence.
5. APC to confirm how the case will proceed at the appeal hearing.
6. Appeal Panel to determine at the Appeal hearing, on the balance of probabilities, whether the appeal should be allowed (in whole or in part).
7. If the appeal is allowed, Appeal Panel to consider whether the sanction should be disappplied or a new sanction should be imposed.
8. Appeal Panel to consider whether to make a costs order.
9. Appeal Panel to communicate the decision to the Appellant verbally at the end of the hearing (where possible) and the APC to confirm the decision in writing within a reasonable time period of the Appeal hearing concluding.