



ETHICS AND VALUES IN DANISH CRICKET

The Danish Cricket-Association (DCF) has developed the following Code of Ethics related to behavior, rules and regulations covering anti-corruption, anti-doping and ethics.

We treat umpires, athletes, coaches, voluntaries, board members, employee after the same ethic standard.

It adopts the ethics principles contained in the [Council of Europe's Code of Sports Ethics](#). This code is the framework, within which we work and is a series of guidelines rather than a set of instructions.

The contents of this document are based on DCF principal [values](#).

The reputation and integrity of Danish Cricket are maintained when all members act, and are seen to act, in a way which is of the highest standard of ethics.

This Code applies to all DCF:

- clubs
- board
- voluntaries
- employees
- members

It is intended to help, not hinder the organization's activities by clarifying our standards of conduct.

DCF wishes to maintain a strong reputation for its integrity and, as an organization and business associate, be valued at all levels. Ultimately, our values are reflected in the pride we have in what we do, in the successful achievement of our mission and the willingness of others to work with us in that regard. Our reputation as an ethical sport and governing body is an essential part of what will make us successful.

It is expected that all members (both organizationally and personally) will implement and support the DCF Code of Ethics and apply, policies and procedures, and as necessary adapted these codes, policies and procedures to reflect the uniqueness of their respective organizations. All members are expected to conduct themselves in a manner that encourages trust and confidence in the DCF.

To this end, a series of Codes of Conduct, policies and procedures have been developed to guide the membership both organizationally and individually in the performance of their duties and activities.

Expectations for Fairness in Sports

There will be a firm and public commitment to the principle that lasting and meaningful athletic performance can only be achieved through fair means. [Spirit of cricket](#) plays an important part in our overall approach.

Participants in cricket activity will participate in a manner that adheres to the highest ethical principles.

Those who participate in cricket will receive from their fellow athletes, coaches, officials, parents/guardians and spectators a fair and ethical treatment in an environment that is safe, welcoming and free of harassment and abuse.

Coaches will be appropriately valued by their athletes, and the parents/guardians of athletes as well as by supporters. They will receive fair treatment and respect for their valuable contribution to cricket, and they will be free of harassment and threats of violence under any circumstance.

Cricket officials (umpires, scorers etc.) will not be interfered with in the execution of their duties and will be respected for their decisions by athletes, coaches, parents/guardians and spectators.



Cricket volunteers will be respected and recognized for their efforts to make cricket participation possible and rewarding for athletes of all ages.

Parents/guardians are assured that their children participating in cricket will receive fair treatment from coaches, volunteers and spectators.

Athletes, coaches and team officials representing DCF in the international sport arena will conduct themselves, in both victory and defeat, in a manner that brings pride to all.

DCF, will in receipt of public funding, will be fully accountable for the use of such resources and will be transparent and democratic in their organizational life.

Code of ethics

DCF, Code of Ethics and Codes of Conduct are grounded in the following principles:

Respect for others

The principle of respect challenges members to act in a manner respectful of the dignity of all participants in cricket regardless of their connection to cricket. Fundamental to this principle is the basic assumption that each person has value and is worthy of respect.

Responsible action

The principle of responsible action carries the basic ethical expectation that the activities of members will benefit society in general and participants in particular and will do no harm. Fundamental to the implementation of this principle is the notion that each member is responsible of the consequences of their actions or inactions.

Integrity

Integrity means that members are expected to be honest, sincere and honorable in their relationships with others. Acting on these values is most possible when members possess a high degree of self-awareness and the ability to reflect critically on how their perspectives influence their interactions with others.

Honoring sport

The principle of honoring sport in general and cricket in particular, challenges members to recognize, act on, and promote the value of SPIRIT OF CRICKET for individuals and teams and for society in general.

Anti-corruption - anti-doping - racism

DCF embraces any initiative, that stops both doping, corruption and racism. These topics are addressed in LOVE FOR DANSK CRICKET-FORBUND & also addressed in our disciplinary regulation. We have ZERO TOLERANCE when it comes to “none compliance”.

We are guided by ADD (Anti-Doping Denmark) and ICC integrity programs, and we visit these topics frequently with all athletes, coaches, umpires and other involved staff and voluntaries.

ADD: [Doping](#)

ADD: [Corruption](#)

ICC: [Integrity](#)

DCF's Professional ethic

DCF's Code of Professional Conduct is a set of guidelines for people within the organization; it reflects the ideals and values of the organization, as well as its commitment to uphold those values as part of what makes the organization what it is. It is therefore part of DCF's Code of Conduct, and can be applied to any situation, by asking the questions: "what is the right thing to do, and how do we avoid doing the wrong thing?"

As part of our philosophy, DCF works first and foremost in the interest of the participants and the athlete. Our ethical rationale for promoting ethical conduct in cricket is founded on the belief that sport is for the benefit of all and that the pursuit of sporting excellence is a function of our collective pursuit of the human potential. As the governing national federation, DCF is a promoter of sport values and ethics (through cricket), and as such should lead by example as an association committed to the highest order of professionalism and public scrutiny. The membership whether paid staff or volunteers and regardless of their duties and responsibilities is called upon to conduct themselves with integrity, be fair and honest in our dealings with others, and treat others with respect and dignity.

The following is DCF's Professional Conduct:

- DCF-board and employees are responsible for their actions and accountable for the consequences of their actions or inactions.
- At all times, DCF board and employees will act in a manner that encourage and maintain confidence among clubs, athletes, sport organizations and the public, in the integrity of the organization and its people.
- DCF will conduct its relations with, and discharge its duties to, other organizations, clients, the public and media with ethics and fairness. All business dealings must be conducted in a fair and honest manner, both within the spirit and the letter of agreements, policies and legal requirements. All persons should be treated with respect, tact and courtesy in all dealings with DCF.
- All communications, whether oral or written, must be conducted in a professional manner, and should be delivered timely, accurate and clear.
- DCF board and employees must not be in a conflict of interest or permit any influence that could conflict with the best interest of DCF or prejudice DCF's reputation. Disclosure in writing is required for any DCF board or employee associated with, employed by, performing services for or with a financial interest in any other corporation, body or enterprise doing business with or seeking to do business with the DCF.
- Confidentiality of personal and sensitive information must be respected. DCF and General Data Protection Regulations (GDPR) sets the standard within the organization, to ensure confidentiality and safeguarding confidential information.
- All methods of seeking and obtaining financial support for DCF activities, must be carried out in a manner consistent with maintaining membership and public confidence in, and respect for, the DCF, its authority on matters of ethics in sport and its independence from vested interests.
- DCF must use its resources (including human and material resources, funds, equipment and information) responsibly and in the best interests of all its members and the public.
- Any complaint received concerning DCF, must be handled professionally, promptly and courteously, with a written reply if requested, and a written record maintained.
- DCF must conduct its affairs in an open manner that welcomes public scrutiny as a DCF supports public disclosure of information and will not withhold any information about itself and/or its activities unless there is justifiable reason to do so, such reason(s) being itself open to public scrutiny.

Athlete ethic

With respect to its relations with athletes, DCF will:

- Show respect and regard for the interests and goals of athletes.
- Act on the belief that the athlete as a person is more important than the sport.
- Demonstrate a responsiveness to individual needs and situations.
- Engage in practices that maintain and enhance the ethic of care for self and others.
- Carry out its activities in a manner, which demonstrates concern for the health, well-being, protection and enhancement of all athletes.
- Encourage and respect individual responsibility in developing ethical ideals through moral reflection, moral dialogue and moral practices in sport.
- Ensure transparent and fair [participation and selection criteria](#) are communicated and respected.

DCF should consistently demonstrate an ethic of care, where DCF are watchful for and sensitive to the needs of athletes as people and not just as performers of sport. The conduct should therefore ensure that athletes have the best possible experience when dealing with DCF, as measured by their satisfaction and expressed confidence in the integrity of DCF and its members.

[Code of conduct senior athlete](#)

[Code of conduct youth athlete](#)

Coaches ethic

Introduction

DCF coaches are an important part of our contact to athletes and DCF coaches are expected to conform to ethical standards in several areas: humanity, relationships, commitment, co-operation, integrity, advertising, confidentiality, abuse of privilege, safety and competence.

Coaches, team manager and others involved, must comply with [code of conduct](#) regulating their role.

Humanity

Coaches must respect the rights, dignity and worth of every human being and their ultimate right to self-determination. Specifically, coaches must treat everyone equitably and sensitively, within the context of their activity and ability, regardless of gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

Relationship

The coach will be concerned primarily with the well-being, safety, protection and future of the individual performer. There must be a balance between the development of performance and the social, emotional, intellectual and physical needs of the individual.

A key element in a coach/athlete relationship is the development of independence. Athletes must be encouraged and guided to accept responsibility for their behavior and performance in training, in competition, and their domestic, academic or business life.

Coaches are responsible for setting and monitoring the boundaries between a working relationship and friendship with their athletes. This is particularly important when an athlete is a young person. The coach must realize that certain situations or friendly words and actions could be misinterpreted, not only by the athlete, but also by outsiders (or other members of a team or group of athletes) motivated by jealousy, dislike or mistrust, and could lead to allegations of misconduct or impropriety.



Where physical contact between coach and athlete is a necessary part of the coaching process, coaches must ensure that no action on their part could be misconstrued and that any national governing body [guidelines](#) on this matter are followed.

The relationship between coach and athlete relies heavily on mutual trust and respect. This means that the athlete should be made aware of the coach's qualifications and experience and must be allowed to consent to or decline proposals for training, performance or competition.

Commitment

Coaches should clarify in advance with athletes the expectation of the outcome of coaching. Written agreements may be appropriate in some circumstances.

Coaches have a responsibility to declare to their athletes and employers any other current coaching commitments. They should also find out if any prospective client is receiving instruction from another teacher/coach. If so, the teacher/coach should be contacted to discuss the situation.

Coaches who become aware of a conflict between their obligation to their athletes and their commitment to DCF, must make explicit to all parties concerned the nature of the conflict, and the loyalties and responsibilities involved.

Coaches should expect a similar level of reciprocal commitment from their athletes. In particular, the athlete (parent/guardian in the case of a minor) should inform the coach of any change in circumstances that might affect the coach/ athlete relationship.

Coaches should receive appropriate acknowledgement for their contribution to the athlete's progress and achievement.

Co-operation

Coaches should communicate and co-operate with other sports and allied professions in the best interests of their athletes. An example of such contact could be the seeking of:

- educational and career counselling for young athletes whose involvement in sport impinges upon their studies
- sports science advice through DIF (NOC and Sports Confederation of Denmark) and ICC (International Cricket Council)

Coaches must communicate and co-operate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their athletes' medical and psychological problems.

Integrity

Coaches must not encourage athletes to violate the rules of their sport. They should actively seek to discourage and condemn such action and encourage performers to obey the spirit of the rules.

Coaches must not compromise their athletes by advocating measures that could constitute an unfair advantage. They must not adopt practices to accelerate performance improvement that might jeopardize the safety, total well-being and future participation of the athlete. Coaches must never advocate or condone the use of prohibited drugs or other banned performance-enhancing substances.

Coaches must ensure that the activities, training and competition programs they advocate and direct are appropriate for the age, maturity, experience and ability of the individual athlete.



Coaches must treat opponents with due respect, both in victory and defeat, and should encourage their athletes to act similarly. A key role for a coach is to prepare athletes to respond to success and failure in a dignified manner.

Coaches must accept responsibility for the conduct of their athletes and discourage inappropriate behavior in training, competition, and away from the sporting arena.

Confidentiality

Sports coaches inevitably gather a great deal of personal information about athletes in the course of a working relationship. Coach and athlete must reach an agreement about what is to be regarded as confidential information (i.e. not divulged to a third party without the express approval of the athlete).

Confidentiality does not preclude the disclosure of information about an athlete to persons who can be judged to have a right to know. For example:

- Evaluation for competitive selection purposes
- Recommendations for employment
- In pursuit of disciplinary action involving athletes within the sport
- In pursuit of disciplinary action by a sports organization against one of its members
- Legal and medical requirements for disclosure
- Recommendations to parents/family where the health and safety of athletes might be at stake
- In pursuit of action to protect children from abuse
- Abuse of Privilege

The sports coach is privileged to have regular contact with athletes and occasionally to travel and reside with athletes in the course of coaching and competitive practice. A coach must not attempt to exert undue influence over the athlete to obtain personal benefit or reward.

Coaches must consistently display high personal standards and project a favorable image of their sport and of coaching to athletes, their parents/families, other coaches, officials, spectators, the media and the public.

Personal appearance is a matter of individual taste, but the sports coach must project an image of health, cleanliness and functional efficiency.

Coaches should never smoke while coaching.

Coaches should not drink alcohol soon before coaching that it would affect their competence to coach, compromise the safety of the athletes or indicate they had been drinking (e.g. the smell of alcohol on breath).

Safety

Within the limits of their control, coaches have a responsibility to ensure as far as possible the safety of the athletes with whom they work.

All reasonable steps should be taken to establish a safe working environment.

The work is done and how it is done should be in keeping with the regular and approved practice with their sport as determined by DCF.

The activity undertaken should be suitable for the age, physical and emotional maturity, experience and ability of the athletes.

Coaches must protect children from harm and abuse.



The athletes should have been systematically prepared for the activity and made aware of their responsibilities in terms of safety.

Coaches should ensure that adequate insurance to cover all aspects of their coaching practice are in place.

Competence

Coaches shall confine themselves to practice in those elements of sport for which the appropriate DCF recognizes their training and competence. Training includes the accumulation of knowledge and skills through formal coach education courses, independent research and the collection of relevant, verifiable experience.

Competence to coach should be verified through evidence of qualifications. Competence cannot be inferred solely from the evidence of prior experience.

Coaches must be able to recognize and accept when to refer athletes to other coaches or agencies. It is their responsibility, as far as possible, to verify the competence and integrity of any other person to whom they refer an athlete.

Coaches should regularly seek ways of increasing their personal and professional development.

Coaches should welcome evaluation of their work by colleagues and be able to account to athletes, employers, DCF and colleagues for what they do and why.

Coaches have a responsibility to themselves and their athletes to maintain their effectiveness, resilience and abilities. They should recognize when their resources are so depleted that help is needed. This may necessitate the withdrawal from coaching temporarily or permanently.

Umpires ethic.

Umpires role in Danish Cricket, is a central in order to succeed in having high standards within Integrity and ethics.

The umpires are expected to have a high ambition and go about their business – on pitch as well as off pitch.

When umpires express themselves on social media, it reflects on their role as fair and neutral umpire.

- Be consistent, objective and courteous when making decisions.
- Condemn unsporting behavior and promote respect for all participants.
- Emphasize the spirit of the game rather than the errors.
- Encourage and promote rule changes which will make participation more enjoyable.
- Be a good sport yourself - actions speak louder than words.
- Keep up to date with the latest available resources for umpiring and be updated on any updates in rules and regulation.
- Remember, you set an example. Your behavior and comments should be positive and supportive
- Place the safety and welfare of participants above all else.
- Give all people a 'fair go' regardless of their gender, ability, cultural background or religion.
- Pay close attention to possible match fixing, and if observed you are required to report them.
- Compliment and encourage all participants.
- Be loyal to fellow umpires, players and DCF.

Umpires have a responsibility to themselves and the sport to maintain their effectiveness, resilience and abilities. They should recognize, when their resources are depleted. This may necessitate the withdrawal from umpiring temporarily or permanently.