

## **Cricket Equality Policy**

The ECB, in all its activities, is fully committed to the principles of equality of opportunity in cricket in England and Wales and aims to ensure that no individual is discriminated against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation. The ECB will work with partners in cricket, including the First Class County Cricket Clubs, the County Cricket Boards, and Chance to Shine, as well as individual clubs and leagues under the ECB's jurisdiction to implement these equal opportunity principles across cricket in England and Wales. In doing so, the ECB will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in cricket in England and Wales in whatever capacity. The ECB specifically supports initiatives by other organisations within cricket which recognise the principles of equality of opportunity and treatment such as the International Cricket Council Anti-Racism Policy and the Professional Cricketers Association's Racism Awareness Campaign. The ECB is also a signatory to the Government's Charter for Action tackling Homophobia and Transphobia in Sport. The ECB reserves the right to discipline its employees and any other individuals under its direct control who practice any form of discrimination on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief, or sexual orientation.