



Prevention of Sexual Harassment (POSH) and Safeguarding Policy

August 2026

Bangladesh Cricket Board

Management office

Sher e Bangla National Cricket Stadium, Mirpur-02, Dhaka-1216

Tel: +88028031001-4, Fax: +88028031199

Email: info@bcb-cricket.com, URL: www.tigercricket.com.bd



Table of Contents

1.	INTRODUCTION AND PURPOSE
2.	SCOPE AND APPLICATION
3.	DEFINITIONS
4.	GUIDING PRINCIPLES
5.	PROHIBITED CONDUCT
6.	ROLES AND RESPONSIBILITIES
7.	POSITIONS OF TRUST AND ABUSE OF AUTHORITY
8.	CHILD, YOUTH, AGE-GROUP AND FUTURE STARS CRICKET SAFEGUARDING
9.	POSH AND SAFEGUARDING COMPLAINT COMMITTEE AND INSTITUTIONAL MEASURES
10.	PREVENTION, RISK ASSESSMENT, AWARENESS AND TRAINING
11.	ONLINE, DIGITAL AND EMERGING TECHNOLOGY SAFEGUARDS
12.	MEDICAL, PHYSIOTHERAPY AND TREATMENT SAFEGUARDS
13.	TRAVEL, ACCOMMODATION AND TRANSPORT SAFEGUARDS
14.	MEDIA, PHOTOGRAPHY AND COMMUNICATIONS SAFEGUARDS
15.	COMPLAINT MECHANISM
16.	INQUIRY AND INVESTIGATION PROCESS
17.	DISCIPLINARY ACTIONS AND CONSEQUENCES
18.	PROTECTION FROM RETALIATION AND SUPPORT FOR AFFECTED PERSONS
19.	RECORD KEEPING AND CONFIDENTIALITY
20.	POLICY REVIEW AND CONTINUOUS IMPROVEMENT
21.	RELATIONSHIP WITH OTHER BCB POLICIES AND APPLICABLE FRAMEWORKS
22.	SEVERABILITY AND STATUTORY COMPLIANCE
23.	ACKNOWLEDGEMENT



1. Introduction and Purpose

The Bangladesh Cricket Board (“BCB”) is committed to maintaining an environment that is safe, dignified and free from discrimination, violence, harassment, sexual harassment and gender-based violence and harassment for everyone involved in its activities. This Prevention of Sexual Harassment (POSH) and Safeguarding Policy (the “Policy”) sets out the standards, procedures and institutional mechanisms for preventing, prohibiting and addressing sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, and safeguarding concerns within BCB’s jurisdiction.

BCB recognises that cricket creates specific safeguarding and harassment risks because of selection authority, coaching relationships, central and domestic contracts, tours, residential camps, travel, accommodation, medical and physiotherapy treatment, media exposure, online abuse, underage cricket, women’s cricket, hierarchy, reputation pressure and dependency on cricket opportunities. This Policy is designed to address those risks proactively while preserving fairness, confidentiality and due process.

This Policy draws on applicable laws of Bangladesh and judicial guidelines, including the Bangladesh Labour Act, 2006 (“Act 2006”), as amended from time to time, the Bangladesh Labour Rules, 2015 (“Rules 2015”), as amended from time to time, the Penal Code, 1860, the Nari-O-Shishu Nirjaton Domon Ain, 2000, and the directives of the Hon’ble High Court Division in Bangladesh National Women Lawyers Association v Government of Bangladesh (2009) and other relevant decisions. It also takes into account applicable safeguarding principles and international best practices relevant to cricket, including International Cricket Council (“ICC”) safeguarding guidance.

This Policy shall be read together with BCB’s existing policies, including the Code of Ethics and Conduct, Human Resources Manual, Disciplinary Policy and any other applicable policy, contract, code or regulatory framework.

2. Scope and Application

This Policy applies to all persons employed, engaged by, representing, participating in, or otherwise associated with BCB, including full-time, part-time, contractual, temporary, casual and muster-roll staff, players, coaches, team support personnel, match officials, contractors, consultants, service providers, volunteers, interns, trainees and visitors.

For the avoidance of doubt, this Policy extends to Board members, directors, committee members, councillors, advisers, office bearers, captains, national squad members, domestic players, academy players, age-group players, trialists, selectors, scouts, doctors, physiotherapists, psychologists, nutritionists, massage therapists, analysts, team managers, media personnel, photography and videography personnel, logistics staff, grounds staff, cleaners, attendants,



parents, guardians and chaperones when they participate in or are connected with BCB programmes, camps, tours or events.

This Policy also applies to member associations, clubs, academies, training centres and other bodies or persons operating under BCB's control, supervision or authority.

This Policy applies to conduct occurring on BCB premises, at cricket venues, stadiums, academies, offices, training facilities, hotels, transport, accommodation on tours, training camps, competition venues, official travel, BCB-organised social functions, and any other location connected with BCB activities. It also applies to digital and online conduct, including email, messaging platforms, virtual meetings and social media, where such conduct affects or may affect any person connected with BCB.

For employees and workers covered by the Act 2006 and Rules 2015, this Policy shall apply together with the applicable statutory disciplinary and employment law framework. For players, coaches, match officials, contractors, consultants, volunteers and other non-employee participants, this Policy shall apply through BCB's governing authority, contractual arrangements, accreditation conditions, event conditions, safeguarding framework, applicable codes of conduct and any other applicable rules or regulations.

3. Definitions

- a. **Sexual harassment:** Any unwelcome act, conduct, communication or behaviour of a sexual nature, whether direct or indirect, verbal, non-verbal, physical, visual, digital or otherwise, which makes a person feel offended, humiliated, intimidated, degraded, unsafe or uncomfortable, or which interferes with their work, participation, training, selection, performance, dignity or wellbeing. Sexual harassment is a specific form of gender-based violence and harassment and shall be addressed within the wider protective framework of this Policy. Sexual harassment includes, but is not limited to:
 - i. unwelcome sexually suggestive conduct, whether direct or implied, including physical contact or any attempt at such contact;
 - ii. attempting to establish a sexual relationship with any person by using institutional, professional, administrative, coaching, selection-related, supervisory or other authority;
 - iii. sexually abusive, sexually coloured, obscene, suggestive, humiliating or oppressive remarks, comments, jokes, questions, gestures or sounds;
 - iv. making any unlawful, improper or unwelcome request, demand, pressure or proposal for sexual favours or sexual opportunity;



- v. showing, sending, displaying, circulating or otherwise making available pornography or sexually explicit material;
- vi. making sexually suggestive comments, innuendos, jokes, gestures, messages, images, emojis, memes or digital communications;
- vii. harassing, teasing, stalking, following or approaching any person for an indecent or sexual purpose through indecent gestures, indecent language, comments, repeated unwanted communication, sexually suggestive jokes or ridicule;
- viii. commenting on a person's body, appearance, clothing, private life, relationship status or sexuality in a sexual, humiliating, degrading or inappropriate manner;
- ix. writing, drawing, posting, sharing or displaying any sexually suggestive or offensive words, images, cartoons, notices or materials through letters, phones, mobile messages, email, social media, notice boards, office premises, stadium premises, washrooms, changing rooms, training facilities, chairs, tables, walls or any other place connected with BCB activities;
- x. capturing, sharing, threatening to share or using still photographs, videos, recordings or digital images for blackmail, humiliation, intimidation, character assassination or sexual exploitation;
- xi. forcibly preventing, restricting or discouraging any person from participating in institutional, training, sporting, employment, cultural, organisational or other BCB-related activities because that person rejected a sexual suggestion, proposal or harassment;
- xii. threatening, pressuring, intimidating or retaliating against any person after rejection of a romantic, sexual or personal proposal;
- xiii. establishing or attempting to establish a sexual relationship through intimidation, deception, false assurance, coercion, threat or abuse of power;
- xiv. quid pro quo harassment, meaning any physical, verbal or non-verbal conduct of a sexual nature, or other gender-based conduct, which undermines the dignity of any person and is unwanted, unreasonable or offensive to the recipient, where acceptance or rejection of such conduct is expressly or impliedly used as a basis for influencing any employment, selection, training, participation, appointment, benefit, opportunity, evaluation, disciplinary or other BCB-related decision;
- xv. any physical, verbal or non-verbal conduct of a sexual nature, or any conduct based on sex, gender, gender identity, gender expression or discriminatory gender sensitivity, which undermines the dignity of any person and creates an intimidating, hostile, humiliating, offensive



or degrading work, training, sporting or participation environment;
and

xvi. any other behaviour which is contrary to the dignity, modesty, honour, safety or wellbeing of any person.

- b. **Gender-Based Violence and Harassment:** Any violence or harassment in the workplace which occurs on the basis of gender, gender identity, gender expression or discriminatory gender sensitivity, or which has a harmful or disproportionate impact on persons of a particular gender, gender identity or gender expression. Gender-based violence and harassment includes sexual harassment.
- c. **Violence and Harassment:** Any unacceptable behaviour, practice, act, omission, threat, verbal abuse, physical abuse, intimidation, bullying, harassment or related conduct in the world of work or workplace which occurs once or repeatedly and which causes, is likely to cause, or has the purpose or effect of causing physical, psychological, sexual, economic, reputational or professional harm. It includes gender-based violence and harassment and sexual harassment.
- d. **Bullying:** Any repeated or serious single-instance conduct that intimidates, humiliates, undermines, threatens, isolates, degrades or abuses another person, including where disguised as discipline, humour, performance culture, team bonding, seniority, coaching feedback or team culture. Bullying may include shouting, ridicule, body-shaming, performance-related humiliation, deliberate exclusion, cyberbullying, hazing, ragging, forced initiation, degrading tasks, punishment exercises, misuse of hierarchy, or retaliatory conduct after a complaint or refusal of personal attention. Reasonable, respectful and evidence-based performance management, coaching feedback or disciplinary action shall not amount to bullying if carried out lawfully, proportionately and without humiliation, discrimination, harassment or abuse.
- e. **Discrimination:** Any distinction, exclusion, restriction, preference, disadvantage, harassment or adverse treatment based on sex, gender, gender identity, gender expression, religion, race, disability, age, employment status, playing status, marital status, pregnancy, family responsibility, nationality or any other ground protected by applicable law, which impairs or may impair equality, dignity, opportunity, participation, selection, training, employment, performance, access to facilities or any other BCB-related benefit or activity.
- f. **Safeguarding concern:** Any concern that a child, vulnerable adult or any other person connected with BCB activities has been, is being, or may be exposed to abuse, exploitation, harassment, neglect, grooming, inappropriate relationship, intimidation, coercion, unsafe conduct or any other harm.
- g. **Grooming:** Any conduct intended to build trust, dependency, secrecy,



emotional attachment, compliance or isolation for the purpose of sexual abuse, exploitation, harassment or other harm. Grooming may occur in person or online and may involve gifts, special treatment, private messaging, secrecy, favouritism, threats, emotional manipulation or gradual boundary-crossing.

- h. **Technology-Facilitated Abuse and Digital Harassment:** Any use of digital, electronic, online, mobile, artificial intelligence, recording, imaging, communication, monitoring or data technology to harass, threaten, exploit, coerce, stalk, humiliate, impersonate, monitor, blackmail, sexually harass, bully, discriminate against or otherwise harm another person. It includes sexualised messages, repeated unwanted contact, cyberstalking, doxxing, non-consensual sharing or threatened sharing of images, videos, screenshots or audio, deepfakes, AI-generated sexual or humiliating content, impersonation, location tracking, unauthorised access, digital surveillance, and recording in private spaces such as changing rooms, bathrooms, hotel rooms, medical rooms, physio rooms or private team spaces.
- i. **Third-Party Harassment:** Any harassment, abuse, bullying, discrimination, stalking, threats, exploitation or technology-facilitated abuse by or against persons outside BCB's direct employment, including fans, spectators, media personnel, sponsors, vendors, contractors, venue staff, franchise personnel, tournament personnel, service providers, influencers, online users or members of the public, where such conduct is connected with BCB activities or affects safe participation in cricket.
- j. **Workplace:** Any physical or digital place where BCB-related work, cricket activity, sporting activity, administrative activity, training, travel, accommodation, meeting, event or representation takes place.
- k. **Complainant:** A person who alleges, or on whose behalf it has been alleged, that they have experienced sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, a safeguarding concern or other conduct prohibited by this Policy.
- l. **Respondent (or accused):** The individual against whom a complaint, allegation, report or concern under this Policy is made.
- m. **POSH and Safeguarding Complaint Committee (PSCC) or Complaint Committee:** The complaint committee constituted by BCB to receive, inquire into, investigate, manage and recommend action on complaints and related reports concerning sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, and safeguarding concerns under this Policy.
- n. **Safeguarding Officer:** The person appointed by BCB to coordinate safeguarding initiatives, facilitate implementation of this Policy, support the complaint process, coordinate awareness activities, and liaise with



the Complaint Committee, Human Resources Department, disciplinary authority and relevant external agencies.

- o. **Protected Person:** Any person who requires particular care or protection, including a child under the age of 18 (Eighteen), a vulnerable adult, a person with disability, a person under the care or supervision of BCB, or any person who may be unable to protect themselves from harm because of age, disability, illness, dependency, power imbalance or circumstances.
- p. **Retaliation:** Any adverse action, threat, intimidation, harassment, victimisation, discrimination, exclusion, demotion, dismissal, negative evaluation, reduction of opportunity, selection disadvantage, reputational harm or other prejudice against a person because they made, supported or participated in a complaint or inquiry in good faith.
- q. **ICC:** International Cricket Council.
- r. **Act 2006:** The Bangladesh Labour Act, 2006, as amended from time to time.
- s. **Rules 2015:** The Bangladesh Labour Rules, 2015, as amended from time to time.

4. Guiding Principles

BCB adopts a zero-tolerance approach to sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, safeguarding-related misconduct and all forms of abuse. The following principles underpin this Policy:

- a. **Respect and dignity:** Every individual has the right to work, train, compete, participate and engage in cricket in an environment that respects their dignity, safety and wellbeing.
- b. **Equality and non-discrimination:** Conduct that demeans, humiliates, excludes, discriminates against or harasses another person on the grounds of sex, gender, age, religion, race, disability, sexual orientation, nationality, employment status, playing status or any other protected characteristic is unacceptable.
- c. **Safety and wellbeing:** BCB shall take reasonable and proactive measures to prevent sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, bullying, abuse, exploitation and safeguarding risks, and shall respond promptly and appropriately to complaints and concerns.
- d. **Confidentiality:** Complaints and inquiries shall be handled sensitively and confidentially, subject to inquiry needs, safeguarding obligations, disciplinary action, legal compliance, court order, law enforcement



referral or protection of any person.

- e. **Fairness and natural justice:** Inquiries shall be impartial, thorough and procedurally fair. The Complainant and Respondent shall be treated with dignity. The Respondent shall be informed of the substance of the allegations and given a reasonable opportunity to respond.
- f. **Non-retaliation:** No person shall be penalised, victimised or otherwise prejudiced for lodging, supporting or participating in a complaint or inquiry in good faith. Retaliation shall be treated as serious misconduct.
- g. **Accountability:** BCB Board members, senior management, managers, coaches, selectors, team officials, supervisors and persons in positions of authority must model appropriate behaviour and ensure that sexual harassment, abuse and safeguarding concerns are not ignored, tolerated or concealed.
- h. **Child-sensitive and trauma-informed response:** Where a child, vulnerable adult, Protected Person or traumatised person is involved, BCB shall ensure that the process is handled with sensitivity, confidentiality and care. Direct confrontation, repeated questioning, victim-blaming and unnecessary exposure shall be avoided.

5. Prohibited Conduct

- 5.1 BCB strictly prohibits the following conduct, whether committed in person, in writing, verbally, non-verbally, physically, digitally, online, through third parties, or through any other means:
 - a. **sexual harassment;**
 - b. discrimination, violence and harassment;
 - c. gender-based violence and harassment;
 - d. bullying, cyberbullying, hazing, ragging or abusive initiation;
 - e. sexual exploitation, sexual abuse, grooming or other safeguarding-related misconduct;
 - f. child abuse, child sexual abuse, child exploitation or neglect;
 - g. abuse of authority, position of trust, selection power, coaching authority, supervisory authority or institutional influence;
 - h. technology-facilitated abuse, image-based abuse, deepfake abuse, digital blackmail, cyberstalking, doxxing or online harassment;
 - i. third-party harassment connected with BCB activities;
 - j. retaliation, victimisation, intimidation or pressure against any



Complainant, witness, reporter or person assisting in an inquiry;

- k. obstruction of complaint filing, inquiry, investigation or implementation of protective measures;
- l. destruction, concealment or manipulation of relevant evidence;
- m. breach of confidentiality in relation to a complaint, inquiry, report, evidence or outcome;
- n. malicious or knowingly false allegations, fabrication of evidence or intentional misleading of an inquiry; and
- o. any conduct analogous to the above, including conduct carried out through technologies, platforms or methods developed after adoption of this Policy.

- 5.2 The examples in this Policy are illustrative and not exhaustive. Conduct may be treated as prohibited under this Policy if it falls within the purpose, principles or definitions of this Policy, even if it is not specifically listed above.

6. Roles and Responsibilities

- a. **BCB Board and Management:** BCB Board and Management shall:
 - i. approve, implement and champion this Policy and allocate necessary resources for its effective operation;
 - ii. be responsible for ensuring that the workplace and BCB-related environment do not become hostile, intimidating, unsafe or conducive to discrimination, violence, harassment, sexual harassment or gender-based violence and harassment;
 - iii. ensure that prohibitions, reporting channels, complaint procedures, protective measures and possible consequences under this Policy are widely circulated and published;
 - iv. appoint the Safeguarding Officer and members of the Complaint Committee, ensure dissemination and training, consider violence, harassment and related psychosocial risks in occupational safety and health management, identify and assess risks, take preventive and control measures, and approve any required updates to reflect changes in law, safeguarding requirements and applicable cricket regulations; and
 - v. ensure that appropriate and effective steps are taken for referral to, or cooperation with, the relevant law enforcement authority, court, tribunal or other competent authority in cases of an alleged act of sexual harassment or related misconduct which may constitute an offence under applicable law.



- b. **Safeguarding Officer:** The Safeguarding Officer shall receive and document complaints, provide initial guidance and support to Complainants, coordinate training and awareness programmes, liaise with relevant internal and external stakeholders, maintain confidentiality, and act as secretary or coordinating officer to the Complaint Committee.
- c. **PSCC or Complaint Committee:** The PSCC or Complaint Committee shall receive and record complaints, conduct prompt and impartial inquiries, review evidence, recommend interim protective measures, submit reasoned findings and recommendations to the appropriate BCB disciplinary authority, and advise BCB on preventive and corrective measures.
- d. **Human Resources Department (HRD):** The HRD shall support implementation of this Policy, ensure alignment with employment documentation, induction, training, disciplinary procedures and personnel records, and assist the Complaint Committee where required.
- e. **Managers, Coaches, Selectors and Supervisors:** Managers, coaches, selectors and supervisors shall promote a respectful work and sporting environment, ensure that persons under their supervision understand and comply with this Policy, monitor behaviour within their areas, support affected persons, report concerns promptly, and refrain from suppressing complaints, discouraging reporting or retaliating against Complainants.
- f. **Employees, Players, Volunteers, Contractors and Visitors:** All persons covered by this Policy shall behave courteously and professionally, refrain from sexual harassment and safeguarding-related misconduct, report observed or experienced misconduct promptly, cooperate with inquiries, participate in training and support persons who raise concerns in good faith.

7. Positions of Trust and Abuse of Authority

- 7.1. A position of trust exists where one person has authority, influence or control over another person's cricket, employment, selection, training, medical treatment, travel, accommodation, disciplinary process, contract, accreditation or career opportunity.
- 7.2. Persons in positions of trust include, without limitation, BCB Board members, BCB officials, committee members, selectors, coaches, captains, senior players, team managers, medical staff, physiotherapists, trainers, analysts, Human Resources personnel, supervisors, security personnel, drivers, accommodation managers and any person responsible for children, young persons, athletes or staff.
- 7.3. A person in a position of trust shall not:



- a. use their role to seek sexual, romantic, personal, financial or other improper benefit;
 - b. pressure, manipulate, coerce or intimidate a person under their authority;
 - c. link selection, contracts, promotion, travel, match opportunities, training, playing time, accreditation or benefits to personal intimacy, sexual attention or private favour;
 - d. retaliate against a person for refusing personal attention or reporting misconduct;
 - e. engage in sexual or romantic conduct with any child or young person;
 - f. engage in an undisclosed sexual or romantic relationship with an adult athlete, employee or staff member where the person has direct authority, influence or decision-making power over them;
 - g. conduct private meetings in hotel rooms, changing rooms, vehicles, residences or isolated spaces without a legitimate purpose and appropriate safeguarding controls; or
 - h. use gifts, secrecy, favouritism or special treatment to create dependency or grooming risk.
- 7.4 BCB may require disclosure, conflict management, reassignment, removal from authority, supervision controls or disciplinary action where a relationship or conduct creates a safeguarding, conflict of interest or abuse-of-power risk.

8. Child, Youth, Age-Group and Future Stars Cricket Safeguarding

- 8.1 In all decisions involving children or young persons, BCB shall prioritise the child's safety, dignity and welfare over cricket performance, selection, discipline, reputation, competition or commercial interests.
- 8.2 All persons covered by this Policy shall:
- a. treat children and young persons with dignity, patience and respect;
 - b. use age-appropriate language, instruction and coaching methods;
 - c. avoid one-to-one unsupervised contact where reasonably practicable;
 - d. conduct meetings, coaching, feedback and welfare discussions in open, observable or interruptible spaces where practicable;
 - e. ensure that any physical contact is necessary, proportionate, explained and appropriate to the activity;
 - f. obtain appropriate parent or guardian consent for travel,



accommodation, medical treatment, media use and participation where required;

- g. use official group communication channels for youth teams wherever practicable;
- h. include parents, guardians or another authorised adult in communications where appropriate; and
- i. report any concern about child abuse, grooming, exploitation or serious risk immediately.

8.3 No person covered by this Policy shall:

- a. engage in sexual or romantic conduct with any child or young person;
- b. send sexualised, secretive, coercive, abusive or unnecessary private messages to a child or young person;
- c. share a hotel room, bedroom or private sleeping space with a child except in exceptional, approved and documented emergency circumstances;
- d. meet a child privately in a hotel room, changing room, vehicle, residence or isolated location without appropriate safeguarding controls;
- e. photograph, film, livestream or share images of children without proper authority and consent;
- f. record, photograph or enter changing, showering, bathroom, medical or private spaces except for legitimate safeguarding or emergency reasons;
- g. use punishment, humiliation, body-shaming, threats or abusive discipline; or
- h. use alcohol, drugs, gifts, money, special privileges, secrecy or emotional dependency to influence children.

8.4 For youth tours, camps and residential programmes, BCB shall adopt written safeguarding arrangements, including supervision arrangements, emergency contacts, rooming plans, reporting channels, transport arrangements, medical support and procedures for urgent safeguarding or law enforcement referral.



9. POSH and Safeguarding Complaint Committee and Institutional Measures

9.1 Constitution of the Committee

- a. BCB shall constitute a POSH and Safeguarding Complaint Committee to receive, inquire into, investigate, manage and recommend action in respect of complaints and reports relating to sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, and safeguarding concerns under this Policy.
- b. The Complaint Committee shall follow a zero-tolerance approach in respect of discrimination, violence, harassment and sexual harassment, while ensuring fairness, confidentiality, human dignity and due process.

9.2 Composition of the Complaint Committee

- a. The Complaint Committee shall consist of at least 5 (Five) members. The Committee shall be headed by a woman and shall have a majority of women as members.
- b. The Complaint Committee shall include at least 2 (Two) members from organisations working on gender issues, sexual abuse, gender justice, prevention of sexual harassment, safeguarding, child protection, counselling, employment law or workplace investigations.
- c. Where practicable, the Complaint Committee should include persons with experience or training in human resources, law, safeguarding, gender sensitivity, child protection, counselling, workplace investigations or cricket administration.
- d. BCB shall ensure that the Complaint Committee is constituted in a manner that promotes independence, credibility, gender representation, accessibility and confidence in the complaint process.

9.3 Appointment, Tenure and Conflict of Interest

- a. The members of the Complaint Committee shall be appointed by the Chairperson of the Women's Wing and Complaints Department unless otherwise determined by the BCB Board.
- b. To facilitate the timely formation of Complaint Committees, it is advisable to maintain pre-approved panels of both internal and external members from which appointments can be made, subject to availability and the specific circumstances of each complaint.
- c. The appointment order shall identify the Chairperson, members, member-secretary or coordinating officer, reporting channel and tenure of the Committee. BCB may reconstitute the Committee



from time to time to ensure independence, availability, gender representation, expertise and proper functioning.

- d. Where a complaint involves a Committee member or gives rise to a conflict of interest, that member shall not participate in the matter, and the concerned authority shall appoint an alternate member for that case.

9.4 Functions of the Complaint Committee

The Complaint Committee shall:

- a. receive written, oral, electronic and anonymous complaints or related reports, where sufficient particulars are available;
- b. receive, investigate, inquire into and manage each complaint or related report concerning sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, or safeguarding concerns;
- c. follow a zero-tolerance approach in respect of discrimination, violence, harassment and sexual harassment;
- d. acknowledge and record complaints in a confidential complaint register;
- e. conduct prompt, impartial and confidential inquiries in accordance with this Policy and applicable law;
- f. interview the Complainant, Respondent and relevant witnesses;
- g. review relevant evidence, subject to applicable law, privacy requirements and safeguarding needs;
- h. recommend interim protective measures where necessary;
- i. maintain confidentiality and respect the human dignity of the Complainant, Respondent, witnesses and all persons involved;
- j. ensure that no obstruction is created in the receiving, investigation, inquiry or management of any complaint or related report;
- k. avoid unnecessary confrontation, repeated questioning, victim-blaming or conduct that may discourage reporting;
- l. submit a reasoned report with findings and recommendations to the appropriate BCB disciplinary authority;
- m. recommend disciplinary, corrective, protective, preventive or referral measures, as appropriate; and
- n. advise BCB on preventive measures, awareness initiatives, risk controls and policy improvements.
- o. submit annual reports to the Government on the compliance of these guidelines.



9.5 Policy as Workplace Policy, Guideline and Code of Conduct

- a. BCB shall maintain, implement and circulate this Policy as its workplace policy, guideline and code of conduct for the prevention and redress of sexual harassment, discrimination, violence and harassment, gender-based violence and harassment, and safeguarding concerns.
- b. BCB shall widely circulate and publish the prohibitions, complaint procedures, available protections and possible disciplinary consequences relating to sexual harassment, discrimination, violence and harassment under this Policy.
- c. This Policy shall be read and applied in conjunction with the BCB Code of Ethics and Conduct, Human Resources Manual, Disciplinary Policy, and all other applicable policies, rules, regulations, guidelines, codes, and procedures of the BCB. Notwithstanding anything to the contrary contained in any other policy, rule, regulation, guideline, code, procedure, manual, or practice of the BCB, in the event of any inconsistency, conflict, ambiguity, or overlap between this Policy and any such document, the provisions of this Policy shall prevail and govern to the fullest extent permitted by applicable law.

9.6 Complaint Box, Designated Email, Phone Number, Website Disclosure and Complaint Register

- a. BCB shall maintain a secure complaint box at each principal workplace, cricket venue, academy, training centre or other location where BCB activities are regularly conducted.
- b. BCB shall also maintain a designated email address and phone number for receiving complaints or concerns under this Policy. The designated contact person shall be **Ms. Chandra Banerjee, Secretary, BCB Complaint Committee** and the designated phone number and email address shall be **complaint.committee@bcb-cricket.com** and **Phone: +88 01712 101 602**.
- c. The relevant reporting channels and a clear description of the complaint management procedure under this Policy can be found on the BCB website at **<https://www.tigercricket.com.bd/policies-and-guidelines>**.
- d. The Safeguarding Officer or an authorised member of the Complaint Committee shall check the complaint box, designated email address and phone number at regular intervals. All complaints received through the complaint box, designated email address, designated phone number, website channel or any other reporting channel shall be entered into a confidential complaint register.
- e. The complaint register shall record the date of receipt, mode of complaint, brief nature of allegation, steps taken, status of inquiry,



interim measures, recommendations and outcome. The register shall be maintained securely and accessed only by authorised persons.

9.7. Female Counsellor or Designated Female Contact Person

- a. BCB shall ensure that female employees, players and other affected persons have access to a female counsellor or designated female contact person, where reasonably practicable, so that concerns may be raised freely, safely and sensitively.
- b. Where a child or vulnerable person is involved, BCB shall ensure that the process is handled in a child-sensitive and trauma-informed manner.

10. Prevention, Risk Assessment, Awareness and Training

BCB recognises that prevention is the most effective way to eliminate sexual harassment, discrimination, violence, harassment and safeguarding risks. BCB shall therefore adopt the following measures:

- a. circulate this Policy and make it accessible to all persons covered by it;
- b. widely publish and communicate the prohibitions, reporting channels, complaint procedures, protective measures and possible consequences under this Policy;
- c. display reporting channels in appropriate places, including workplaces, venues, academies, training centres and internal communication platforms;
- d. publish on BCB's website the reporting channels and complaint management procedure under this Policy;
- e. include this Policy in induction, onboarding and relevant briefing sessions;
- f. conduct periodic training on sexual harassment, discrimination, violence and harassment, safeguarding, appropriate boundaries, reporting procedures, confidentiality, non-retaliation, rights and responsibilities;
- g. provide specialised training for the Complaint Committee, Safeguarding Officer, Human Resources Department, managers, coaches, selectors, team officials, security personnel and persons dealing with children or vulnerable persons;
- h. consider violence, harassment and related psychosocial risks within BCB's occupational safety and health management arrangements;
- i. identify and assess risks and hazards relating to sexual harassment,



discrimination, violence and harassment in BCB workplaces, venues, training environments, tours, transport, accommodation and digital spaces;

- j. conduct safeguarding, sexual harassment, discrimination, violence and harassment risk assessments before or during higher-risk BCB activities, including national team tours, women's team tours, youth and age-group tournaments, residential camps, academies, selection trials, domestic tournaments, sponsor or media events, team hotel stays, transport arrangements, medical or physiotherapy arrangements and high-risk digital events;
- k. take reasonable preventive and control measures to reduce identified risks, including safe access, adequate lighting, appropriate changing facilities, secure transport for late-night assignments where required, supervision of high-risk environments, appropriate accommodation arrangements, safe reporting channels and privacy protections;
- l. provide workers, employees and other covered persons with necessary information and training regarding identified risks and hazards, preventive and protective measures, and their rights and responsibilities under this Policy;
- m. conduct appropriate background, reference and suitability checks for persons working with children, women's teams, players, selection, coaching, medical treatment, travel, residential camps, accommodation, safeguarding or direct authority over athletes or staff. Such checks may include identity verification, qualification verification, employment history, professional references, safeguarding or conduct questions, police or criminal record verification where legally available and proportionate, declaration of prior misconduct findings or pending investigations, conflict-of-interest declaration, and code of conduct acknowledgement before engagement;
- n. ensure that BCB's Code of Ethics and Conduct and other relevant policies are implemented consistently with this Policy; and
- o. take reasonable steps to prevent and respond to third-party harassment connected with BCB activities, including by spectators, media personnel, sponsors, vendors, contractors, venue staff, service providers, online users or members of the public, through measures such as warnings, removal from venue, access restrictions, accreditation withdrawal, contract action, platform reporting, law enforcement referral, public safety measures and support for affected persons.



11 Online, Digital and Emerging Technology Safeguards

- 11.1 BCB prohibits harassment, bullying, sexual harassment, gender-based violence, abuse, exploitation, intimidation, retaliation and safeguarding breaches committed through digital, online, electronic, mobile, artificial intelligence, recording, imaging, communication, monitoring or other current or future technologies.
- 11.2 BCB prohibits the creation, possession, sharing, threat of sharing, distribution, publication or use of manipulated, synthetic, AI-generated, deepfake or altered sexual, intimate, humiliating or abusive images, videos, audio or messages involving any person covered by this Policy.
- 11.3 Photos, videos, audio recordings, livestreams, screenshots or digital images of persons covered by this Policy may only be created, stored, used or shared for legitimate BCB purposes and with appropriate consent and authorisation. Recording, photographing, livestreaming or sharing content from changing rooms, bathrooms, hotel rooms, medical rooms, physiotherapy rooms, recovery spaces, private team spaces or any other private setting is strictly prohibited, except where strictly necessary for a lawful, legitimate and documented purpose, with appropriate authorisation, informed consent and safeguarding controls.
- 11.4 BCB may take reasonable steps in response to digital or online abuse, including preservation of evidence, platform reporting, takedown requests, law enforcement referral, event accreditation withdrawal, access bans, security measures, media response, digital safety planning and disciplinary action where the perpetrator is covered by this Policy.

12. Medical, Physiotherapy and Treatment Safeguards

BCB shall ensure safe medical, physiotherapy, rehabilitation and athlete-support environments. Medical, physiotherapy and athlete-support personnel shall:

- a. explain the nature and purpose of treatment before physical contact;
- b. obtain informed consent before treatment;
- c. offer a chaperone where appropriate, especially for minors, vulnerable persons or sensitive treatment;
- d. avoid unnecessary undressing, exposure or physical contact;
- e. conduct treatment in appropriate, professional and reasonably observable spaces where practicable;
- f. maintain appropriate treatment records;
- g. avoid sexualised comments, jokes or remarks about bodies;



- h. respect privacy, dignity and gender-sensitive needs; and
- i. report safeguarding concerns promptly.

13. Travel, Accommodation and Transport Safeguards

- 13.1 BCB shall implement appropriate safeguards for travel, camps, tournaments and accommodation, including:
 - a. approved rooming plans;
 - b. no adult-child room sharing except in exceptional, approved and documented emergency circumstances;
 - c. female chaperones for girls' and women's teams where appropriate;
 - d. safe transport plans and driver conduct rules;
 - e. rules for room visits, curfew and access to accommodation areas;
 - f. emergency contacts and escalation points;
 - g. a designated tour or camp safeguarding lead where appropriate;
 - h. reporting channels available during travel; and
 - i. immediate response procedures for harassment, abuse, missing persons, medical emergencies, online incidents or other safeguarding concerns.
- 13.2 Drivers, logistics staff, accommodation providers and transport providers engaged by or for BCB shall comply with this Policy where they are connected with BCB activities.

14. Media, Photography and Communications Safeguards

- 14.1 BCB shall maintain media and content practices that protect dignity, privacy and safety.
- 14.2 Persons covered by this Policy shall not:
 - a. sexualise players, children, staff or participants;
 - b. publish humiliating, intimate, unsafe or unauthorised images;
 - c. share private contact, travel, accommodation, rooming or medical information without authority;
 - d. film or photograph in private spaces;
 - e. pressure any person to participate in media content; or



- f. ignore gender, child protection, privacy or safety risks in media campaigns.

- 14.3 Media consent shall be informed, voluntary and documented where required. Additional safeguards shall apply to children and young persons.

15. Complaint Mechanism

- 15.1 A complaint or related report may be made verbally, in writing, electronically, through the complaint box, through the designated email address complaint.committee@bcb-cricket.com through the designated phone number +8801712101602, through the website channel published by BCB at <https://www.tigercricket.com.bd/policies-and-guidelines> or directly to the Safeguarding Officer, Chairperson of the Complaint Committee, any Committee member, Human Resources Department, team manager, coach, supervisor or designated female contact person.
- 15.2 Complaints should ordinarily be lodged within 30 (Thirty) working days of the alleged incident. However, this period shall not operate as a strict limitation period. The Complaint Committee may receive and consider a complaint filed after this period where there is continuing harassment, fear of retaliation, trauma, power imbalance, delayed discovery of evidence, involvement of a child or vulnerable person, absence from the workplace or team environment, or any other sufficient reason.
- 15.3 A complaint may be made by the affected person directly. It may also be made by a witness, colleague, parent, guardian, friend, representative, team official or any other person acting on behalf of the affected person, with consent where practicable.
- 15.4 Anonymous complaints may be considered where sufficient particulars are available to enable preliminary assessment or protective action.
- 15.5 Upon receipt of a complaint, the Safeguarding Officer or authorised person shall acknowledge the complaint where contact details are available, record it in the confidential complaint register, and place it before the Complaint Committee for preliminary assessment.
- 15.6 Where the Complainant requests informal resolution, the Complaint Committee may consider whether such resolution is appropriate. Informal resolution shall not be imposed on the Complainant and shall not be used where the allegation involves serious misconduct, child safeguarding concern, coercion, abuse of power, repeated harassment, physical contact, threat, retaliation, criminal conduct or risk to others.



16. Inquiry and Investigation Process

- 16.1 The Complaint Committee shall conduct a preliminary review as soon as reasonably practicable after receiving any complaint or related report. Where a written complaint is received, the Complaint Committee shall take necessary steps in accordance with this Policy, the Act 2006, the Rules 2015 and any procedure prescribed by applicable law. Where the complaint or report falls within this Policy or indicates a possible safeguarding risk, the Complaint Committee shall commence inquiry promptly.
- 16.2 The Complaint Committee shall endeavour to commence the formal inquiry within 7 (Seven) working days of receiving the complaint or related report. The Complaint Committee shall submit its inquiry report with findings and recommendations to the appropriate BCB disciplinary authority within 30 (Thirty) working days from commencement of the inquiry, as far as practicable. Where the matter is complex, involves multiple parties, requires external evidence, or concerns a child, vulnerable person or safeguarding risk, the Complaint Committee may extend the period for recorded reasons, provided that the inquiry should ordinarily be completed within 60 (Sixty) working days.
- 16.3 The Respondent shall be informed of the substance of the allegations and given a reasonable opportunity to respond in writing and to be heard. The Complaint Committee may call witnesses and examine relevant evidence, subject to applicable law and privacy requirements.
- 16.4 Interviews shall be conducted respectfully, confidentially and sensitively. The Complaint Committee shall avoid victim-blaming, unnecessary repeated questioning, intimidation or direct confrontation where it may cause distress or compromise safety.
- 16.5 Where a child or vulnerable person is involved, the Complaint Committee shall adopt a child-sensitive and trauma-informed approach and may involve a parent, guardian, counsellor or appropriate safeguarding professional where suitable.
- 16.6 Both the Complainant and Respondent may request to be accompanied by a colleague, representative, support person or other appropriate person during interviews, subject to the Complaint Committee's approval and confidentiality requirements.
- 16.7 The Complaint Committee may recommend interim protective measures at any stage, including temporary separation of the Complainant and Respondent, change in reporting line, temporary transfer, leave, restriction on contact, suspension from duty, temporary exclusion from training, team activity or venue, or any other measure necessary to protect the Complainant, witnesses, evidence, integrity of the inquiry or BCB environment.



- 16.8 Interim measures shall be protective and shall not be treated as a final finding of guilt.
- 16.9 At the conclusion of the inquiry, the Complaint Committee shall prepare a reasoned report summarising the complaint, evidence, findings, reasoning and recommendations. The report shall be submitted to the appropriate BCB disciplinary authority for decision and implementation.
- 16.10 The Complainant and Respondent shall be informed of the outcome in writing, to the extent appropriate and subject to confidentiality, privacy, safeguarding and legal requirements.

17. Disciplinary Actions and Consequences

- 17.1. Where a complaint is proved, BCB may impose, taking into consideration the recommendation of the Complaint Committee, one or more of the following measures, depending on the severity of the conduct, role of the accused, applicable law, applicable contract, disciplinary framework and any mitigating or aggravating circumstances within 30 (thirty) days and/or refer the matter to law enforcement if the act complained of constitutes an offence under any penal law:
 - a. formal apology, written warning or reprimand;
 - b. mandatory counselling, training or behavioural correction programme;
 - c. restriction on contact with the Complainant or affected person;
 - d. removal from a position of authority, coaching, supervision, selection, management or safeguarding responsibility;
 - e. suspension from employment, playing, coaching, officiating, volunteering or other BCB-related duties;
 - f. demotion, transfer or reassignment;
 - g. termination of employment, engagement, contract or accreditation;
 - h. banning or suspension from participating in BCB events, venues, training, tournaments or activities;
 - i. withdrawal of privileges, access, appointment or representation rights;
 - j. referral to law enforcement authorities where the conduct may constitute a criminal offence; and
 - k. any other disciplinary, corrective, protective or safeguarding measure considered appropriate.



- 17.2. Sexual harassment, sexual abuse, child abuse, grooming, serious bullying, gender-based violence and harassment, image-based abuse, deepfake abuse, serious retaliation or abuse of authority may constitute gross misconduct and may result in dismissal, termination, removal from cricket duties, withdrawal of accreditation and/or referral to law enforcement (if the complained of constitutes an offence under any law), subject to due process and applicable law.
- 17.3. Where the accused is an employee or worker covered by the Act 2006 and Rules 2015, disciplinary action shall be taken in accordance with applicable labour law, BCB's Disciplinary Policy, employment contract and principles of natural justice.
- 17.4. Where the accused is a player, coach, match official, consultant, contractor, volunteer, service provider, vendor, visitor or other associated person, BCB may take action under the applicable contract, accreditation, tournament condition, code of conduct, safeguarding framework, disciplinary regulation or governing rule.
- 17.5. Where the alleged conduct may constitute a criminal offence, including under Sections 354 or 509 of the Penal Code, 1860 or Section 10 of the Nari-O-Shishu Nirjaton Domon Ain, 2000, or any other applicable law, BCB shall take appropriate and effective steps in accordance with the laws of Bangladesh, including referral to or cooperation with the appropriate law enforcement authority, court, tribunal or other competent authority, where required or appropriate.
- 17.6. A complaint shall not be treated as false merely because it is not proved. Disciplinary action may be considered only where the Complaint Committee finds, on evidence, that a complaint was knowingly false, malicious, or made in bad faith with intent to harm another person.

18. Protection from Retaliation and Support for Affected Persons

- 18.1 Retaliation against a Complainant, witness or any person assisting in a complaint process is strictly prohibited. Examples of retaliation include dismissal, demotion, adverse performance evaluation, exclusion, harassment, intimidation, reduction of work opportunity, adverse selection decision, victimisation, reputational attack, threat or pressure to withdraw a complaint.
- 18.2 Any retaliatory conduct shall be treated as serious misconduct and may result in disciplinary action.
- 18.3 BCB shall provide reasonable support to Complainants and affected persons, including counselling, medical aid, safeguarding support, legal guidance, referral to external support services, flexible arrangements, special leave, change in reporting line, venue safety measures, or any other accommodation necessary to protect wellbeing.



- 18.4 Where necessary, BCB may facilitate access to external government bodies, law enforcement authorities, the Department of Inspection for Factories and Establishments (DIFE), child protection authorities, medical professionals, counsellors or other appropriate agencies.

19. Record Keeping and Confidentiality

- 19.1 The Safeguarding Officer, Complaint Committee and Human Resources Department shall maintain confidential records of complaints, related reports, inquiry steps, evidence, findings, recommendations, interim measures and actions taken.
- 19.2 Records shall include the date of receipt, reporting channel, nature of complaint, parties involved, steps taken, interim measures, evidence reviewed, outcome, recommendations and implementation status. Access to such records shall be restricted to authorised persons only.
- 19.3 BCB may use anonymised statistical information for reporting, monitoring trends, identifying risk areas, improving training and reviewing policy effectiveness.
- 19.4 BCB may prepare periodic anonymised reports on implementation of this Policy, including the number and type of concerns received, response timelines, outcomes, training activities, risk assessment findings, recurring issues and recommended improvements, without identifying Complainants, Respondents, witnesses or confidential details.
- 19.5 All documents, evidence, communications, interviews, reports and decisions relating to a complaint shall be treated as confidential, subject to inquiry needs, safeguarding obligations, disciplinary action, legal compliance, court order, law enforcement referral or protection of any person.

20. Policy Review and Continuous Improvement

- 20.1 This Policy shall be reviewed periodically and may be amended by BCB from time to time to reflect changes in applicable law, guidelines, ICC safeguarding regulations, BCB governance requirements, workplace risk assessment findings, major incidents, operational learning or stakeholder feedback.
- 20.2 The review process may involve consultation with employees, players, union representatives, coaches, officials, safeguarding professionals, legal advisers, human resources personnel and relevant experts.
- 20.3 Experiences from closed complaints and investigations may be incorporated to enhance preventive measures, improve procedures and strengthen institutional response. Updated versions of this Policy shall be circulated promptly and training programmes shall be adjusted accordingly.



21. Relationship with Other BCB Policies and Applicable Frameworks

- 21.1 This Policy shall operate alongside BCB's Code of Ethics and Conduct, Human Resources Manual, Disciplinary Policy, Recruitment and Selection Policy, Training and Development Policy, Working Hours Policy, Expatriate Employment and Management Policy, and all other applicable rules, regulations, contracts and codes of conduct.
- 21.2 Nothing in this Policy shall limit BCB's right or obligation to take action under any other applicable policy, contract, disciplinary rule, safeguarding framework, ICC regulation, domestic law or court order.
- 21.3 Where any matter falls under both this Policy and another BCB policy, BCB may proceed under the framework most appropriate to the facts, provided that the Complainant's safety, confidentiality, dignity and right to fair redress are protected.
- 21.4 Where an employment contract, player contract, consultant agreement, event accreditation, team handbook or code of conduct provides stricter standards of conduct or additional consequences, such standards may be applied in addition to this Policy, subject to applicable law.

22. Severability and Statutory Compliance

If any provision of this Policy, or any part thereof, is found to be inconsistent with any mandatory provision of applicable law, including any provision relating to POSH or any other safeguarding matter under the Act 2006, the applicable law shall prevail to the extent of such inconsistency, and the remaining provisions of this Policy shall continue to remain valid and enforceable.

In case of any amendment, repeal, replacement or change in applicable law, the amended, replaced or prevailing legal provision shall be deemed to apply automatically to the relevant matters covered by this Policy, pending formal amendment of this Policy through BCB's applicable approval and document-control process.

23. Acknowledgement

All persons covered by this Policy may be required to acknowledge that they have read, understood and agree to comply with this Policy. Refusal or failure to acknowledge this Policy shall not exempt any person from compliance where this Policy otherwise applies to them.