GUIDELINE

RETURN TO PLAY POST PREGNANCY

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Bangladesh Cricket Board

Management office
Sher e Bangla National Cricket Stadium, Mirpur-02, Dhaka-1216
+88028031001-4
info@bcb-cricket.com www.tigercricket.com.bd

1. BACKGROUND AND INTRODUCTION

The Bangladesh Cricket Board ("BCB") recognizes that the continued growth and professionalization of women's cricket requires the establishment of an enabling environment in which female cricketers may pursue their sporting careers while also exercising their responsibilities and choices relating to family life and motherhood.

BCB is committed to supporting the health, wellbeing and continued participation of women cricketers at all levels of the game.

Recognising that female cricketers may choose to pursue motherhood during their playing careers, BCB adopts this Guideline to provide a structured framework for supporting players during pregnancy and following childbirth.

This Guideline is informed by and aligned with the principles and recommendations contained in the ICC Return to Play Post-Pregnancy Guidelines for Female Cricketers *while establishing additional benefits and protections adopted by the Bangladesh Cricket Board.*

The Policy seeks to ensure that female cricketers receive appropriate medical, welfare and administrative support throughout pregnancy, childbirth and the post-partum period, while also providing a structured pathway for their eventual return to training and competitive cricket. The Policy further establishes maternity leave entitlements, safeguards against discrimination and adverse treatment, and measures intended to protect the contractual and professional interests of female cricketers.

The provisions of this Policy shall be interpreted and applied in a manner that prioritizes player welfare, respects individual circumstances and promotes the continued participation of women in elite cricket. Through the adoption of this Policy, the BCB reaffirms its commitment to creating a supportive and progressive environment in which female cricketers may successfully balance professional sporting careers and motherhood.

2. DEFINITIONS

For the purposes of this Guideline:

BCB means the Bangladesh Cricket Board.

Case Manager means the person appointed by BCB to coordinate support and communication for a Player during pregnancy and the post-partum period.

Childbirth means the birth of a child by a Player.

ICC means the International Cricket Council.

Player means any female cricketer to whom this Guideline applies.

Post-Partum Period means the period following childbirth during which a Player is progressing through recovery and return-to-play activities.

Pregnancy means the period from confirmation of conception until childbirth.

Return-to-Play Framework means the six-stage framework comprising Ready,

Review, Restore, Recondition, Return and Refine as outlined in the ICC Return to Play Post-Pregnancy Guidelines for Female Cricketers.

Support Team means the multidisciplinary group of medical, performance and welfare personnel engaged in supporting a Player under this Guideline.

3. SCOPE AND APPLICATION

This policy applies to women cricketers contracted by BCB, members of the Bangladesh Women's National Cricket Team, players participating in BCB High Performance, Development, Emerging or Academy programmes and any other female cricketer designated by BCB for the purposes of this Guideline.

The rights, benefits, entitlements and protections set out in this Policy shall be available only to female cricketers who are contracted by the Bangladesh Cricket Board pursuant to a National Contract, Central Contract, High-Performance Contract or any other category of Player Contract approved by the BCB.

4. PURPOSE

The purpose of this Guideline is to:

a. promote the health and wellbeing of players during pregnancy and the post-partum period;

b. establish a framework for communication, support and planning throughout pregnancy and return-to-play;

c. facilitate informed decision-making regarding training, competition and cricket-related activities;

d. encourage a coordinated approach involving contractual benefits, medical, performance and welfare support personnel; and

e. provide a structured pathway for the return to cricket following childbirth.

5. GUIDING PRINCIPLES

5.1 Player-Centred Approach

The health, wellbeing and informed preferences of the Player shall remain central to all decisions made under this Guideline.

5.2 Individualised Management

Pregnancy and post-partum recovery shall be managed on an individual basis, recognising that each Player's circumstances, health status and recovery process may differ.

5.3 Collaboration

The effective implementation of this Guideline requires cooperation between the Player, medical practitioners, coaches, support personnel and, where appropriate, the Player's personal support network.

5.4 Confidentiality

Information relating to a Player's pregnancy shall be treated with appropriate sensitivity and confidentiality.

6. NOTIFICATION AND DISCLOSURE

6.1 A Player MUST notify BCB of her pregnancy through the **Team Doctor or Physio and In-Charge of the Women's Wing**. The notification **must be made in writing** and include the following details:

i. a statement confirming that she is pregnant;

ii. the expected week of childbirth; and

iii. the date on which they intend for their maternity leave to start.

Note: It is the Player's discretion to choose when they wish their maternity leave to commence.

6.2 Failure to comply with the Notification Procedure may result in the loss of entitlement to the benefits and protections under this guideline.

6.3 Information relating to a Player's pregnancy shall be treated as confidential and shall only be shared with those persons whose involvement is necessary for the implementation of this Guideline and with the Player's knowledge.

6.4 The decision regarding whether and when a pregnancy is disclosed publicly shall remain with the Player.

6.5 Pregnancy testing shall not be required as a condition of participation, selection or contracting.

7. CASE MANAGEMENT

7.1 Following notification of a pregnancy, BCB shall appoint a Case Manager.

7.2 The Case Manager shall act as the primary point of contact for the Player and shall assist in coordinating support throughout pregnancy and the return-to-play process.

7.3 The responsibilities of the Case Manager shall include: coordinating communications among relevant stakeholders; facilitating access to support services; arranging review meetings; monitoring progress through the return-

to-play pathway; and assisting with the implementation of practical support arrangements.

8. MULTIDISCIPLINARY SUPPORT

BCB shall facilitate access to an appropriate multidisciplinary Support Team, which shall include medical practitioners; physiotherapists; women's health specialists; psychologists; dietitians; strength and conditioning personnel; coaching staff; and other professionals as appropriate.

The composition of the Support Team shall be determined according to the individual needs of the Player.

9. SUPPORT DURING PREGNANCY

BCB shall seek to support Players during pregnancy through:

a. appropriate communication and planning;
b. access to relevant medical and allied health support;
c. individualised training and conditioning modifications where appropriate;
d. consideration of travel-related requirements; and
e. ongoing monitoring of wellbeing and recovery.

Participation in training, competition and cricket-related activities during pregnancy shall be determined on an individual basis, considering relevant medical clearance and the Player's informed preferences.

10. PLAYER MANAGEMENT MEETINGS

To support communication, planning and wellbeing, review meetings may be conducted at key stages, including:

a. following notification of pregnancy;
b. during the third trimester;
c. approximately six to eight weeks following childbirth; and
d. at regular intervals during reintegration into cricket activities.

Review meetings may address medical status, wellbeing considerations, training progression, rehabilitation requirements, practical support needs and return-to-play planning.

11. RETURN-TO-PLAY FRAMEWORK

BCB adopts the six-stage return-to-play model outlined in the ICC Return to Play Post-Pregnancy Guidelines for Female Cricketers.

Stage 1: Ready

Focuses on early recovery and adjustment following childbirth.

Stage 2: Review

Involves medical and wellbeing assessments to evaluate recovery and readiness for progression.

Stage 3: Restore

Focuses on restoring fundamental physical function and capacity through graduated rehabilitation.

Stage 4: Recondition

Introduces progressive cricket-specific conditioning and preparation for participation.

Stage 5: Return

Involves a managed return to organised training and cricket activities.

Stage 6: Refine

Focuses on ongoing monitoring, review and optimisation following return to cricket participation.

Progression through the Return-to-Play Framework shall be individualised and informed by appropriate medical advice and the Player's recovery status.

12. PAID MATERNITY LEAVE

In addition to the rights, protections and support measures set out in this Policy, a contracted female Player who becomes pregnant shall be entitled to ***one hundred and eighty (180) calendar days of fully paid maternity leave***.

During such period of maternity leave, the Player shall continue to receive all remuneration and contractual benefits payable under her Player Contract.

The maternity leave period may be taken before and after childbirth in such proportions as may be considered appropriate having regard to medical advice and the circumstances of the Player.

The grant of maternity leave under this Policy shall not adversely affect the Player's contractual status, participation in the BCB programme, or eligibility to access the return-to-play support mechanisms established under this Policy.

13. PLAYER OBLIGATIONS DURING THE MATERNITY LEAVE

During the maternity leave, the Player will not be required to perform any Cricketing Activities which may otherwise be required under their Contract. However, the Player must remain bound by any obligations arising under the Contract except insofar as they are inconsistent with this Policy.

For the purposes of clarification, this means that although the Player will not be required to participate in Matches and/or Tournaments, they will remain bound by, inter alia, media and confidentiality obligations.

The Player may, if they choose so, can attend training courses or team meetings in order to keep in contact or remain up to date.

14. PRACTICAL SUPPORT MEASURES

Subject to operational feasibility, BCB shall consider practical support measures, including:

a. flexible training arrangements;

b. continued access to facilities and support services;

c. facilities for breastfeeding or expressing milk;

d. suitable spaces for infant care at training or competition venues; and

e. other measures reasonably required to support the Player's participation in cricket activities.

15. EXTRA LEAVE

Under exceptional circumstances, the Player may apply to be granted unpaid parental leave for a period not exceeding eighteen (18) weeks after the birth of their child; with reasons to be recorded in writing to the In-Charge of the Women's Wing.

In such a case, the matter shall be referred to the CEO, who shall be the final approving authority on whether such extra leave is to be granted.

16. CHILD CARE AND TRAVEL CONSIDERATIONS

Where it is reasonably practicable and upon application by the player, BCB shall consider:

a. childcare support arrangements;

b. caregiver support measures;

c. family-friendly travel arrangements;

d. accommodation considerations for infants and caregivers; and

e. other logistical support measures appropriate to the circumstances.

17. COMPASSIONATE LEAVE

a. Miscarriage: Where a Player suffers a miscarriage before 24 weeks into the pregnancy, they shall be entitled to a Paid Leave for a **period of up to ninety (90) days**.

b. Stillbirth: Where a Player suffers a stillbirth after 24 weeks of pregnancy, they shall be entitled to the full Maternity Leave benefits set out in Section 12 above.

c. Bereavement: Where a baby is born after 24 weeks of pregnancy and only survives for a short period of time after birth, the Player shall be entitled to the full Maternity Leave benefits set out in Section 12 of this Guideline.

18. CONTINUED ENGAGEMENT IN CRICKET

Where appropriate and mutually agreed, a Player may remain engaged in cricket activities during pregnancy or the post-partum period through:

a. mentoring programmes;

b. coaching activities;

c. educational initiatives;

d. player development programmes;

e. community engagement activities; or

f. other cricket-related opportunities.

19. COMPLAINTS AND ENFORCEMENT

19.1 Right to Make a Complaint

Any Player who reasonably believes that she has been denied, restricted from accessing, or otherwise deprived of any right, protection, benefit, entitlement or support provided under this Policy may submit a complaint in accordance with this Clause 19.

19.2 Submission of Complaint

A complaint shall be submitted **in writing to the Chief Executive Officer** of the Bangladesh Cricket Board or to such other person, department or committee as may be designated by the BCB from time to time for the administration of this Policy.

The complaint shall contain sufficient particulars of the facts and circumstances giving rise to the complaint together with any supporting information or documentation available to the Player.

19.3 Review of Complaint

Upon receipt of a complaint, the BCB shall promptly review the matter and may seek such additional information, documentation or clarification as it considers necessary for the purpose of conducting a fair and thorough assessment.

The BCB shall take reasonable steps to address and resolve the complaint in a timely, fair and confidential manner.

19.4 Protection from Retaliation

No Player shall be subjected to retaliation, discrimination, disciplinary action, adverse treatment, reduction of benefits, or any other detriment for making a complaint or asserting a right under this Policy in good faith.

19.5 Remedial Measures

Where a complaint is determined to be substantiated, the BCB shall take such corrective or remedial measures as it considers appropriate to ensure compliance with this Policy and to provide the Player with any benefit, entitlement, protection or support to which she is entitled.

19.6 No Restriction on Other Rights

Nothing in this Clause shall prevent a Player from pursuing any other remedy, procedure or right available under her Player Contract, applicable BCB regulations or any applicable law.

20. REVIEW OF GUIDELINE

This Guideline shall be reviewed periodically by BCB to ensure continuing alignment with the ICC Return to Play Post-Pregnancy Guidelines for Female Cricketers and evolving best practice in the support of women cricketers.