



NORDIC SMASH T20

SAFEGUARDING & PLAYER WELFARE REGULATIONS

SANCTIONED BY THE SWEDEN CRICKET FEDERATION (SCF)

1. CORE COMMITMENT & SCOPE OF APPLICATION

The Nordic Smash T20 League is committed to ensuring the physical and mental welfare of all Protected Persons (including Young Persons, Adults at Risk, and all tournament staff). These regulations apply to all Participants: players, coaches, medical staff, match officials, ECN/SCF staff, and **explicitly extends to all Franchise Owners, Executives, and Corporate Sponsors** involved in the tournament.

2. PROHIBITED CONDUCT & FORMS OF HARM

No Participant may engage, attempt, or threaten to engage in conduct that directly or indirectly harms the welfare or safety of any Protected Person. This includes, but is not limited to:

- **Physical Abuse:** Hitting, shaking, or otherwise causing physical harm.
- **Emotional & Psychological Abuse:** Persistent ill-treatment, bullying, undue criticism, discrimination, or exploitation that impairs emotional development.
- **Sexual Abuse:** Sexual harassment, non-consensual contact, or encouraging inappropriate sexual behavior.
- **Digital & Cyber Harassment:** The strict prohibition of cyberbullying, targeted social media harassment, or the unauthorized sharing of private digital media concerning any participant.

3. MANDATORY REPORTING & WHISTLEBLOWER PROTECTION

All concerns regarding the welfare of a Protected Person must be reported immediately to the Nordic Smash Safeguarding Lead. **The League guarantees a secure, anonymous reporting mechanism to protect whistleblowers.** No Participant may retaliate, victimize, or treat any person detrimentally for reporting a concern or cooperating with an investigation. Malicious or bad-faith reporting is equally treated as a serious disciplinary offense.

4. FRANCHISE ACCOUNTABILITY & MENTAL HEALTH

- **Franchise Accountability:** Franchise Owners (e.g., Stockholm City, Gothenburg Phoenix) are legally obligated to cultivate a safe environment for their rosters. Failure by franchise management to report known abuse within their camps will result in severe team-level sanctions. Furthermore, franchises must cooperate with Nordic Smash mental health initiatives to proactively support player welfare during the high-pressure tournament.

5. POWERS OF INVESTIGATION & PROVISIONAL SUSPENSIONS

The Nordic Smash Safeguarding Panel holds the authority to investigate any suspicion of Prohibited Conduct. If a credible risk of harm exists, the League may issue a **Provisional Suspension**, immediately removing the accused Participant from all cricketing activities (including playing, coaching, or accessing venues) pending a full investigation and tribunal hearing.

6. DISCIPLINARY ACTIONS & SANCTIONS

If a Participant is found guilty of breaching these regulations, the Safeguarding Panel will impose proportionate sanctions. These may include, but are not limited to:

- Formal reprimands and mandatory safeguarding training.
- Compensation payments to victims or substantial fines.
- Match bans or suspension from the remainder of the Nordic Smash tournament.
- **Maximum Penalty:** Indefinite Ineligibility (lifetime ban) from all Nordic Smash and SCF cricketing activities, and immediate referral to local law enforcement.

7. OFFICIAL SAFEGUARDING & EMERGENCY CONTACTS

All reports are treated with the strictest confidence. In emergencies or cases of suspected criminal activity, always contact local Swedish authorities first.

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