



US Premier League (USPL)



Code of Conduct

For

Players and Officials

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USPL Management

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Code of Conduct for Players and Officials

Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws but also within the Spirit of the Game. Any action, which is seen to abuse this spirit, causes injury to the game itself. The major responsibility for ensuring the spirit of fair play rests with the captains.

A. Definitions

In this Code of Conduct the following words and expressions shall have the following meanings:

Code of Conduct: All those provisions comprising this document, Sections A through L inclusive and the Guidelines on the Principles of Natural Justice.

Laws of Cricket: The Laws of Cricket (2000 Code), or such further revision thereof as may come into force from time to time, as amended from time to time by ICC Regulations.

USPL: US Premier League, organization that promotes cricket across the country.

USPL Founders: The group from time to time responsible for USPL management decisions in accordance with USPL's constitution.

USPL Official: Any member of USPL executive committee from time to time holding office in accordance with USPL's constitution. (Team owners will be selected to executive committee)

USPL BOD: Persons representing member teams who participate in USPL cricket season in accordance with USPL's constitution. (Team owners will be selected to league BOD)

Adjudicator: Shall mean the person(s) adjudicating during the hearing. Disciplinary Committee shall be the adjudicator(s). In the event a disciplinary committee has not been named, USPL executive committee will be the adjudicator(s). (Team owner will be selected to league Adjudicator)

Disciplinary Committee: A subcommittee comprising of three or more members appointed by the USPL president and empowered to carry out, inter alia, the functions mentioned in Section D of this Code.

Season: A series of Twenty/20 games, where member teams play during a calendar year. For the purposes of this Code of Conduct the season will start on (and include) the first USPL scheduled game until (and including) the last USPL scheduled game during a calendar year.

League Match: A limited over match classified as a Twenty/20 game in accordance with the USPL's regulations.

Member Team: Any Team which participates in USPL cricket season.

Player: Any person who is in the roster to represent a Member Team in a League match whether that person actually plays cricket in such matches or not.

Team Official: Any person, not being a player, who represents or is affiliated to a Member Team, including (without limitation) team managers, coaches and supporters.

Rules of Conduct: The rules contained in the Player's and Team Official's Code forming Sections C of this Code of Conduct.

Spurious or Frivolous Where on reasonable grounds, the appeal was made in bad faith or for a purpose other than to obtain access to a proper appeal on the merits or to abuse or frustrate the Rules of Conduct appeal process.

B. Persons/Matches Covered

1. This Code of Conduct shall apply to:

- (a) Players; and
- (b) Team Officials.

2. Disciplinary Committee shall be bound by Section D of this Code of Conduct.

3. This Code of Conduct shall apply to all League Matches.

C. Rules of Conduct

1. Players and/or Team Officials shall at all times conduct play within the spirit of the game as well as within the Laws of Cricket and the Captains are responsible at all times for ensuring that this is adhered to (Rule C3 deals with the application of and penalties for breach of this Rule).

2. Players and/or Team Officials shall at no time engage in conduct unbecoming to their status which could bring them or the game of cricket into disrepute (Rule C3 deals with the application of and penalties for breach of this Rule).

3. Where the facts of or the gravity or seriousness of the alleged incident are not adequately or clearly covered by any of the level/category of offences below, the person laying the charge may allege one of the following offences

(A) breach of Rule C1 - conduct contrary to the spirit of the game; or

(B) breach of Rule C2 - conduct that brings the game into disrepute

The person laying such a charge must specify the level of breach to accompany the charge: for example, "conduct contrary to the spirit of the game – Level 2" or "conduct that brings the game into disrepute – Level 1".

4. In deciding penalty, the adjudicator is entitled to and should take into account the prior record of the person charged.

5. If damage has been caused to any property, the adjudicator may order compensation to the aggrieved party as part of the penalty.

6. In respect of penalties, a weighting has been applied so that each Regular Season game is the equivalent of 2 Twenty/20 games. Penalties are to be applied in the form of matches in

which the Player is likely to play. ~~If the Player usually plays only one or other form of the game, the adjudicator is to apply the ban for the form of the game played by the Player. Furthermore, The adjudicator is to shall, as far as possible, impose a ban so as to apply to the next match(es) in which the Player is scheduled to play. The adjudicator is to specify the number of matches in respect of which the Player is banned.~~

7. Where there are separate incidents in the course of the match, the umpire should lay separate charges. If the adjudicators find the person charged to be guilty of more than one offence, they should impose separate penalties in respect of each offence. Penalties in such cases are cumulative and not concurrent.

8. Plea bargaining is not permitted. It is open to the adjudicators to find a Player guilty of an offence in a level lower than that in which he is charged where the constituent elements of the lesser offence are the same. For example, if a Player is charged with serious dissent under clause Offence-Level 2.1, it is open to the adjudicators to find the Player guilty under clause Offence-Level 1.3 of dissent rather than serious dissent.

9. Nothing in this Code of Conduct alters the onus on the Captain to ensure that the Spirit of the Game is adhered to as stated and defined in the preamble to the Laws of Cricket.

10. The Player or Official reported shall be entitled to appeal against a finding and/or a penalty imposed in respect of Level 2, Level 3 or Level 4 offences as provided in section J. Similarly, (save where he has laid the charge) the USPL President Management shall be entitled to appeal against a finding and/or penalty imposed in respect of Level 2, Level 3 or Level 4 offences. Indetermining the appropriate penalty (if any) on an appeal, it is open to the person hearing the appeal to increase or decrease the penalty. In addition, if in the opinion of the person hearing the appeal, the appeal lodged by the appellant is Spurious or Frivolous, the person hearing the appeal shall be entitled to determine that the costs of the appeal shall be paid by the appellant.

A. Offences, Penalties and Guidelines

Level 1

The Offences set out at 1.1 to 1.8 below are Level 1 Offences.

Penalty:

a. Fine of \$50.00

1.1 Showing dissent at an umpire's decision.

Self explanatory.

1.2 Abuse of cricket equipment, ground equipment or fixtures and fittings.

Includes actions outside the course of normal cricket actions such as hitting or kicking the wickets and actions which intentionally or negligently result in damage to the score boards, boundary fences and other fixtures and fittings.

1.3 Failure to pickup garbage after a league match, violating ground policies during course of the league match.

Self explanatory.

1.4 Using language that is obscene, offensive or insulting and/or the making of an obscene gesture.

Includes excessive, obvious disappointment with an umpire's decision, an obvious delay in resuming play or leaving the wicket, shaking the head, pointing or looking at the inside edge when given out lbw, pointing to the pad or rubbing the shoulder when caught behind, snatching the cap from the umpire, a bowler or fielder arguing or entering into a prolonged discussion with the umpire about his decision

1.5 Excessive appealing.

Repeated appealing when the bowler/fielder knows the batsman is not out with the intention of placing the umpire under pressure. It is not intended to prevent loud or enthusiastic appealing. However, the practice of celebrating a dismissal before the decision has been given may also constitute excessive appealing.

1.6 Pointing or gesturing towards the pavilion in an aggressive manner by a bowler or other member of the fielding side upon the dismissal of a batsman.

Self explanatory.

1.7 Public criticism of, or inappropriate comment on a match related incident or match official in USPL forum.

Without limitation, players and team officials will breach this rule if they publicly criticize the match officials or denigrate a player or team against which they have played in relation to incidents which occurred in a match. When assessing the seriousness of the breach, the context within which the comments have been made and the gravity of the offending comments must be taken into account.

1.8 Failure to provide complete score sheet to the opponents after the completion of match.

Self explanatory.

Level 2

The Offences set out at 2.1 to 2.12 below are Level 2 Offences.

Penalty:

a. Fine of \$100.00

b. 1 to 3 Regular Twenty/20 Season Match Ban.

2.1 Showing serious dissent at an umpire's decision.

Dissent, including the examples given in 1.3 above will be classified as serious when the conduct contains an element of anger or abuse which is directed at the umpire or the umpire's decision or where there is excessive delay in resuming play or leaving the wicket.

2.2 Serious violation of ground policies during [and up to two hours of before and after] course of the league match.

Violations, including acts that may jeopardize in the home team losing the ground, honking, public urination.

2.3 Serious public criticism of, or inappropriate comment on a match related incident or match official in USPL forum.

Without limitation, players and team officials will breach this rule if they publicly criticize the match officials or denigrate a player or team against which they have played in relation to incidents which occurred in a match. When assessing the seriousness of the breach, the context within which the comments have been made and the gravity of the offending comments must be taken into account.

2.4 Inappropriate and deliberate physical contact between Players in the course of play.

Without limitation, players will breach this regulation if they deliberately walk or run into or shoulder another player.

2.5 Charging or advancing towards the umpire in an aggressive manner when appealing.

Self explanatory

2.6 Deliberate and malicious distraction or obstruction on the field of play (this supplements and does not replace ICC Standard Test Match and ODI Playing Conditions clauses 42.2 and 42.3).

Self explanatory

2.7 Throwing the ball at or near a Player, umpire or official in an inappropriate and/or dangerous manner.

This regulation will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion.

2.8 Using language that is obscene, offensive or of a seriously insulting nature to another Player, Umpire, Team Official or spectator.

It is acknowledged that there will be verbal exchanges between Players in the course of play. Rather than seeking to eliminate these exchanges entirely, umpires will look to lay charges when this falls below an acceptable standard. In this instance, language will be interpreted to include gestures.

2.9 Changing the condition of the ball in breach of Law 42.3 as read with ODI Playing Conditions clause 42.1 (this supplements and does not replace the provisions of the Laws of Cricket and Standard ODI Playing Conditions).

Deliberately throwing the ball into ground for the purpose of roughening it up and the application of moisture to the ball save for perspiration and saliva shall not be permitted.

2.10 Any attempt to manipulate a match in regard to the result, net run rate, bonus points or trying to apply rules which are not in USPL rule book when umpires and/or opponent teams are not aware of the rules. The Captain of any team guilty of such conduct shall be held responsible.

Self explanatory

2.11 Repeat of Level 1 offence during the same cricket season.

Self explanatory

Level 3

The Offences set out at 3.1 to 3.4 below are Level 3 Offences.

Penalty:

a. Fine of \$150.00

b. 3 to 5 Regular Twenty/20 Season Match Ban

3.1 Intimidation of an umpire whether by language or conduct.

Includes appealing in an aggressive or threatening manner

3.2 Threat of assault on another Player, Team Official or spectator.

Self Explanatory

3.3 Using language or gestures that offends, insults, humiliates, intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, gender, colour, descent or national or ethnic origin.

In assessing the seriousness of a breach the degree to which the behavior was likely to give offence (to the ordinary person) and whether it was directed specifically towards any person or persons shall be taken into account.

3.4 Repeat of Level 2 offence during the same cricket season.

Self explanatory

Level 4

The Offences set out at 4.1 to 4.5 below are Level 4 Offences.

Penalty:

- a. Fine of \$250.00
- b. 8 Regular Twenty/20 Season Match Ban up to a life ban for the Player or Official concerned

4.1 Threat of assault on an umpire.

Self Explanatory

4.2 Physical assault of another Player, Umpire, USPL Official or spectator.

Self Explanatory

4.3 Any act of violence on the field of play.

Self Explanatory

4.4 Using language or gestures that seriously offends, insults, humiliates, intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, gender, colour, descent or national or ethnic origin.

In assessing the seriousness of a breach the degree to which the behavior was likely to give offence (to the ordinary person) and whether it was directed specifically towards any person or persons shall be taken into account.

4.5 Any attempt to play a player who is not part of the team roster.

Self Explanatory. Includes adding players in the scorecard in order to have them qualify for playoffs etc. The result of such a match will be determined by USPL Executive Committee.

D. Disciplinary Committee

1. Disciplinary Committee shall:

- a. be appointed by the USPL BOD, consisting of three or more members, and
- b. members of the committee shall be independent of any Member Team laying a charge or complaint, and
- c. neither team will have a right of objection to a committee members.
- d. USPL ~~president~~ Management shall appoint a temporary replacement if a member of the committee happens to be part of any Member Team laying a charge or complaint.

2. Members of the disciplinary committee shall be the independent and authoritative representative of the USPL during all hearings.

3. Members of the disciplinary committee must not make any detrimental written comment in USPL forum about hearings they are adjudicate.

4. Members of the disciplinary committee, at all times, liaise with the umpires on any matter they consider appropriate.

5. Disciplinary committee shall manage and have ultimate responsibility for the conduct of the hearing, in so far as appropriate, for any charges or complaints from member teams.

Their duties include, but are not limited to:

- a. ensuring the full implications of Law 42.1 are properly understood and upheld;
- b. ensuring the Code of Conduct, together with the Rules of Conduct therein, is upheld;
- c. investigating and adjudicating upon alleged breaches of the Rules of Conduct notified to them.;

- d. ensuring the appropriate sanction is applied to any person found to be in breach of the Rules of Conduct;
 - e. Logging of all umpires' reports;
6. In the event of the Disciplinary committee not having jurisdiction over any alleged breach of the Rules of Conduct, shall be investigated and determined by USPL Executive committee, who shall do so in accordance with Section F [Disciplinary Procedures] and with reference to the Guidelines on the Principles of Natural Justice.
7. In the event of the Disciplinary committee can not identify the Player who is in breach, the Captain may be the person charged and subjected to any sanction which would otherwise have been imposed on the Player responsible, had that Player been identified;
8. Disciplinary committee shall not have the authority to change the monetary penalty specified in Section A [Offenses, Penalties and Guidelines].
9. Disciplinary committee shall have the authority to decide on the number of matches specified in Section A [Offenses, Penalties and Guidelines] as they feel appropriate. This shall always be within the range specified in guidelines.

E. The Reporting/Notification Procedure

1. General

1.1 An alleged breach of the Rules of Conduct can be reported by:

- a. the umpires, appointed by USPL.
- b. the team captain, either on his own behalf or on behalf of any of his Players participating in a match;
- c. the BOD of the member team participating in a match;
- d. any member of USPL Executive Committee..

1.2 A report must be made in writing, signed and dated by the person(s) making the report and, if possible, be on such form as may be provided from time to time by USPL for the making of reports.

2. Reports relating to alleged breaches of the Rules of Conduct committed on the field of play and/or within the precincts of the field of play during a match:

2.1 If any person eligible to lodge a report decides to lodge a report relating to an alleged breach of the Rules of Conduct committed on the field of play during a match that person must lodge the report with the Disciplinary Committee within 3 days of the close of the day's play.

2.2 Disciplinary Committee who have received a report lodged under Section E 2.1 shall give notification of their receipt of the report, as soon as reasonably practicable:

- a. in the event of the person named in the report being a Player to that Player's Captain or Team BOD;
- b. in the event of the person named in the report being the Captain to the Vice-Captain or Team BOD;
- c. in the event of the person named in the report being the Team BOD to the Captain;
- d. in the event of the persons named in the report being both the Team BOD and the

Captain to such person as the Disciplinary Committee shall in their absolute discretion think appropriate.

3. A Breach of Rules Offence Levels 1.7 and 2.3 of the Rules of Conduct.

3.1 If any person eligible to lodge a report decides to lodge a report relating to an alleged breach of Offence Level 1.7 and 2.3 of the Rules of Conduct where so ever committed but where the alleged breach occurred during the period commencing at the start of the scheduled day of the match, that person must give the report to the Disciplinary Committee as soon as reasonably practicable.

3.2 Disciplinary Committee which receives a report under Section E 3.1 shall give notification of their receipt of the report, as soon as reasonably practicable, in the same manner as specified in Section E2.2.

4. Once the notification procedures set out above have been complied with the Player and/or Team Official in respect of whom notification has been given shall be deemed to have been charged with a breach of the Rules of Conduct.

5. In the event of an alleged breach of Rule Offence Level 2.9, where it is not possible to identify the particular Player(s) who has breached the Rules of Conduct the Captain may be the person charged and, if appropriate, sanctioned.

F. The Disciplinary Procedure

1. As soon as reasonably practicable (within 24 hours) after notification under Section E, the adjudicator(s) shall provide written particulars of the Rules of Conduct it is alleged have been breached (based on the particulars notified to them). The particulars, in addition to identifying which of the Rules of Conduct it is alleged have been breached, shall give a brief statement of how it is alleged they have been breached (also based on the particulars notified to them). If more than one breach is alleged, whether of the same or separate Rules of Conduct, each alleged breach must be individually identified.

2. The adjudicator(s) shall hold a hearing (call for a meeting or a conference call or collect additional information) as soon as reasonably practicable, unless exceptional circumstances apply, it shall be heard no later than 7 days after notification under Section E. Details of the time and place of the hearing shall be given no later than at the time when the written particulars referred to in Section F1 are provided by the adjudicator.

3. For the purposes of Sections F1 and F2 the adjudicator must provide the written particulars and details of the time and place of the hearing to both the person charged and the person notified pursuant to Section E.

4. In fixing the time for the hearing the adjudicator shall have regard to the seriousness of the alleged breaches of the Rules of Conduct and the requirement for both himself and the person charged to be able to consider such evidence they may wish to be brought before the hearing and the time it will take to obtain such evidence, whilst taking into consideration the requirement to have a hearing, in the absence of exceptional circumstances, within 7 days after notification in accordance with Section F 2.

5. Prior to the hearing, the person lodging the report leading to the charge and the person charged shall have provided certain information to each other and the adjudicator, namely:

(a) If the person lodging the report or any person charged, wishes to call any witness evidence at the hearing, that person shall let each of the others know the identity of such witnesses. Such witnesses do not include the person charged who shall be at liberty to give evidence in any event, or of whom the adjudicator may ask questions in any event.

(b) The person lodging the report and the person charged shall inform each other and the Adjudicator(s) if they intend to rely upon or refer to any video evidence during the hearing.

6. If any person charged wishes to have a hearing earlier than would otherwise be permitted, given the requirements in Sections F1, F2 and F5, he may, at any time, ask the adjudicator to waive the requirements of Sections F1 and/or F2 and/or F5, which application the adjudicators shall determine as a matter of their absolute discretion.

7. The adjudicator shall be entitled, on behalf of the person lodging the report or on behalf of the person charged, to require the attendance at the hearing of any person to whom this Code of Conduct applies, or any umpire, for the purposes of giving evidence. Failure on the part of any Player or Team Official to attend a hearing to give evidence when requested by the adjudicator to do so shall itself be liable, in the absence of exceptional circumstances, to be considered as a breach of Rule C2 of the Rules of Conduct.

8. Subject to any express provision in this Code of Conduct, the conduct of the hearing shall be a matter to be determined by the adjudicators in their absolute discretion, provided that at all times the hearing is conducted in accordance with the principles of natural justice.

9. In addition to the adjudicator(s) the persons present at the hearing shall be:

(a) the person charged;

(b) the person who lodged the report with the Disciplinary Committee;

(c) if the person charged is a Player, his Captain and Team Manager (or, if the player charged is the Captain, his Vice-Captain and Team Manager);

(d) if the person charged is a Team Official, the relevant Captain and Team Manager (or, if the person charged is the Team Manager, his Captain and one other person nominated by the Team).

10. None of the persons mentioned in Section F9 shall be denied the right to be at the hearing or make representations to the adjudicator. However, if such a person fails to attend the hearing and the adjudicators have complied with the requirements of Sections F1 to F3 the hearing may, at the adjudicator's absolute discretion, proceed in the absence of any or all such persons.

11. Any other person may be allowed to be present at the hearing if given permission by the adjudicator, such permission to be a matter for the adjudicator's absolute discretion. Any such person may also, at the adjudicator's absolute discretion, be allowed to make representations on behalf of the person charged.

12. If the provisions of Section F5 have not been complied with (save where waived in accordance with Section F6) by any person other than the adjudicator, it shall be a matter in the adjudicator's discretion whether or not to allow any further evidence (namely evidence not identified in accordance with Section F5) to be brought before the hearing.

13. The adjudicators shall be entitled to adjourn the hearing if they consider, in their absolute discretion, whether pursuant to an application by or on behalf of the person charged, that further evidence ought to be obtained, that further time is needed to consider the evidence in advance of the hearing or for any other reason he thinks it appropriate. The person charged and the person lodging the report should be informed of the reason for the adjournment.

14. At the hearing of the alleged breach of the Rules of Conduct the person charged and the person lodging the report shall be entitled to cross examine any witnesses called.

15. The adjudicator is entitled, if, in their absolute discretion, it is required, to seek legal advice prior to or during any hearing (for which purpose the adjudicator is entitled to adjourn the hearing) and/or prior to giving their decision.

G. The Adjudicator's Decision

1. At the end of the hearing and prior to the announcement of the adjudicator's decision there shall be an adjournment. The adjournment, during which the adjudicator shall consider their decision, shall be: (a) for a minimum period of 2 hours; and (b) for a maximum period of 24 hours.

2. The adjudicator(s) will announce their decision via email in USPL forum. After the adjudicator(s) have given their decision and the reason(s) for their decision the person charged shall be given the opportunity to make a statement prior to the pronouncement of any sanction/penalty.

3. After listening to the statement (if any) from the person charged the adjudicator(s) shall pronounce any sanction they have imposed as a consequence of their decision.

4. The adjudicators' are entitled to give their decision and announce the sanction (if any) orally. However in such a case the adjudicators must as soon as reasonably practicable but within 48 hours provide a written statement of their decision and the reason(s) for their decision and sanction (if any).

5. In the event adjudicators determine that a Player or Team Official is in breach of the Rules of Conduct the adjudicators shall inform USPL Executive Committee of their finding and the sanction (if any) they have imposed.

6. The adjudicators' decision in respect of Level 1 offences is final and binding. Appeals in respect of Level 2, Level 3 and 4 offences are permissible.

H. Penalties to be imposed by the Adjudicator

1. For the purposes of determining the penalty to be imposed,
a) the Adjudicator must regard a repeat of any offence within the same cricket season of such offence as an offence at the next level above that particular offence. For instance, any repeat of a Level 1 offence within the same cricket season of such offence would be regarded as a Level 2 offence for the purposes of calculating the penalty to be imposed.
b) the Adjudicator must regard any offence committed in current cricket season as an offence at the next level above that particular offence, if the player had committed an offence of Level 2 or higher during the previous cricket season. For instance, if a player had committed Level 2 or higher during the previous cricket season, a Level 2 offence committed by the same player in the current season would be regarded as a Level 3 offence for the purposes of calculating the penalty to be imposed.

2. The maximum ban that can be imposed on a Player is a life ban, which shall mean a ban for a minimum period of 20 years.
3. If necessary the ban will carry over into the next cricket season.

I. Penalties - General

1. Once the adjudicators have informed the person found to be in breach of the Rules of Conduct of the sanction, if any, they are applying, the adjudicators shall inform the USPL Executive Committee in writing of the sanction to be imposed. If the person found in breach of the Rules of Conduct was informed of the sanction orally he shall also be provided with confirmation of the sanction in writing.
2. The adjudicators, in providing the written notification, shall -
 - (a) clearly identify when any ban commences;
 - (b) clearly identify any fine ordered to be paid;
 - (c) clearly identify the name of the person to whom the sanction applies.
3. All fines shall be paid by the person(s) found to be guilty of a breach of the Rules of Conduct within 15 days of written notification being given in accordance with Section I 1.
4. Any Player or Team Official fined shall make payment within the period prescribed by Section I 3 to USPL Treasurer as soon as reasonably practicable but in any event within 15 days of written notification having been given in accordance with Section I 1.
5. If any Player or Team Official fails to pay any fine imposed upon him within the prescribed period that Player shall not be allowed to participate in league matches until the fine is paid.

J. Appeals Process

1. The person(s) or the team charged will have the right to appeal the decision(s) and/or penalties imposed by the adjudicators.
2. An appeal against the adjudicator(s) decision can be reported by:
 - a. the team captain, either on his own behalf or on behalf of any of his Players participating in a match;
 - b. the BOD of the member team participating in a match;
 - c. any member of USPL Executive Committee, but not associated with the team/player named in the adjudicators' decision.
3. All appeals should be reported to USPL Executive committee with 2 days of the adjudicators(s) decision. USPL Forum must not be used to submit the appeal request.
4. USPL Executive committee will forward any appeal request to USPL BOD within 48 hours of receiving the request and call for a USPL BOD meeting within the next 15 days to decide on the appeal request. A non-refundable fee of \$150 will be charged for every appeal request.
5. USPL BOD will make the final decision on the appeal request by a simple majority. USPL ~~President~~ Management will have the right to exercise a tie-breaking vote in such a meeting.

6. USPL BOD shall review the adjudicator's decision only related to the person(s) or team who made the appeal request. They shall not review the decision handed out to any other person(s) or team that was part of the related decision.

K. Miscellaneous

1. Any section headings in this Code of Conduct are for convenience only and shall not affect the interpretation of the substantive provisions contained within each section.

2. This Code of Conduct shall be governed by and construed in accordance with the laws of the state of New Jersey and/or United States of America.

3. Every reference in this Code of Conduct in the masculine shall be deemed, for the purposes of interpretation, to include a reference to the feminine gender.

4. Where the context so permits references in the singular shall be deemed to include references in the plural even though not expressly stated.