



Squash Canada Code of Conduct

Approved by the Squash Canada Board of Directors, June 20, 2019

This Policy has been prepared by Squash Canada to be a Pan-Canadian Policy applicable to Squash Canada and its Member Provincial/Territorial Squash Associations that have approved the adoption of the Policy.

Definitions

1. The following terms have these meanings in this Code:

- a) **“Designated Individual”** - any person chosen by Squash Canada or the PTA to enforce the Code of Conduct at any Event
- b) **“Event”** - any PTA or Squash Canada sanctioned competition, program or squash-related activity
- c) **“PTA”** – Provincial/Territorial Squash Association recognized by Squash Canada
- d) **“Individuals”** - All categories of membership defined in the Squash Canada Bylaws or PTA Bylaws, as well as all individuals engaged in activities with Squash Canada or its PTAs including, but not limited to, athletes, coaches, mission staff, chefs de mission, officials, volunteers, administrators, committee members, parents or guardians, and Directors and Officers.

Application of this Code

2. Application of this Code:

- a) This Code applies to Individuals’ conduct during Events.
- b) This Code also applies to Individuals’ conduct outside of Events when such conduct adversely affects relationships within the PTA and/or Squash Canada (and its work and sport environment) and is detrimental to the image and reputation of the PTA and/or Squash Canada, and/or which brings the game into disrepute.
- c) An employee found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of the applicable PTA or Squash Canada *Human Resources Policy* as well as the employee’s Employment Agreement, as applicable.

General Code of Conduct

3. Squash Canada and all PTAs are committed to providing an environment in which all individuals are treated fairly and with respect. Individuals are expected to conduct themselves at all times in a manner consistent with excellence, fairness, integrity and respect. Individuals will:
 - a) Demonstrate through words and actions the spirit of fair play, sports leadership and ethical conduct;
 - b) Treat others with respect and refrain from negative or disparaging remarks or conduct;
 - c) Refrain from actions or communications that are vexatious, defamatory or that otherwise place the PTA or Squash Canada, its official representatives, or the sport of squash into disrepute;
 - d) Refrain from using cannabis, alcohol and tobacco products when involved in training sessions or competitive events. At social events, and if of legal age, consume these products in a responsible manner;

- e) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, degrading, malicious, derogatory or hurtful; whether intentional or unintentional;
- f) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments or sexual advances, sexist jokes or displays of sexually-offensive material or conduct of a sexual nature;
- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, each PTA and Squash Canada adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction. Each PTA and Squash Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by a PTA, Squash Canada, or any other sport organization
- h) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of squash, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);
- i) Adhere to all federal, provincial, municipal and host country laws; and
- j) Comply at all times with the bylaws, policies, rules and regulations, as adopted and amended from time to time, of the Individual's PTA and of Squash Canada including complying with any contracts or agreements executed with the Individual's PTA or Squash Canada, and complying with any sanction imposed by a PTA or Squash Canada.

Code of Conduct for Athletes

4. All athletes participating in a PTA or Squash Canada sanctioned event will:
- a) Act with respect toward all those whom they come into contact with through the sport of squash;
 - b) Strive for personal excellence in sport and act with fairness and integrity in the pursuit of excellent squash;
 - c) Respect Squash Canada and all PTAs rules, policies and procedures governing events and competitions in which they participate;
 - d) Refrain from comments or behaviours which are abusive, offensive or otherwise belittling or demeaning to others, whether intentional or not;
 - e) Not harass or tolerate harassment by others including comments and/or conduct, which is insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, or which creates an uncomfortable environment for anyone involved;
 - f) Respect others as persons and treat them with dignity;
 - g) Respect the privacy of others;
 - h) Not endanger the safety of others through their actions;
 - i) Promote a drug-free sport and refrain from excessive use of cannabis, alcohol or any use of banned substances during competition, during practice, in accommodations provided on overnight trips, and while travelling to and from competition;
 - j) Accept doping control that is consistent with the policies of the Canadian Centre for Ethics in Sport <http://www.cces.ca/en/home> ;
 - k) Honour and respect the spirit and traditions of the sport of squash;
 - l) Not impede the preparation for competition of other competitors or teammates;
 - m) Respect the decisions of officials, tournament organizers and other Designated Individuals;
 - n) Comply with the reasonable requests of officials, Squash Canada, PTA and Event organizer;
 - o) Accept that the Participant Athlete is an ambassador for squash and refrain from any action which might bring the sport of squash into disrepute;
 - p) Conduct themselves at all times in an appropriate manner, including any behaviour on social media;

- q) Respect the property and livelihood of others, which means refraining from vandalism, theft, and other forms of mischief;
 - r) Not wager anything in any manner in connection with any Event; and
 - s) Be aware that failure to adhere to the Code of Conduct may result in a hearing before a disciplinary body and could result in any of the following: a written warning, suspension from competition or suspension from the PTA and/or Squash Canada or other sanction as determined by the disciplinary body.
 - t) Abide by all terms and conditions of any signed Athlete Agreement with respective PTA or Squash Canada.
5. An individual may be ejected or disqualified from an Event or ejected or disqualified from further participation for the balance of an Event by a Designated Individual or may be at a later time held accountable for an action during an Event on the following grounds:
- a) Non-compliance with the rules and regulations put in place or adopted by a PTA, Squash Canada or Event relating to participant safety or equipment;
 - b) Deliberate disregard of the rules of squash adopted by a PTA, which rules constitute the rules enforced by Squash Canada and the PTA.;
 - c) Verbally or physically abusing an opponent, official(s), spectator(s) or the sponsors;
 - d) Showing dissent to the officials, including foul language and obscene or offensive gestures;
 - e) Abusing playing equipment or the court;
 - f) Failing to comply with the condition of entry of an Event including any rules with regard to clothing, eyeguards or advertising;
 - g) Having entered an Event or accepted an invitation to participate, withdrawing from the Event or failing to attend without appropriate reason such as injury, etc;
 - h) Defaulting from an Event or match. A disciplinary body may require evidence of proof of "bona fide" injury, illness or other emergency situation;
 - i) Failing to be available to meet reasonable requests for interviews by the media;
 - j) Failing to avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods;
 - k) Failing to adhere to World Squash Federation, Pan American Squash Federation, Squash Canada and PTA rules and requirements; and
 - l) Any other unreasonable conduct which brings the game into disrepute, including but not limited to, abusive use of cannabis, alcohol, non-medical use of drugs, use of cannabis or alcohol by minors.
6. Individual athletes who have been selected to a Team of a PTA or Squash Canada will:
- a) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reason;
 - b) Report any health or fitness related problems in a timely fashion, where such problems may limit the athlete's ability to travel, train, compete or interfere with the athlete's ability to fulfill program requirements;
 - c) Participate and appear on time in all competitions, Events, activities or projects to which the Team and the athlete have made a commitment; and
 - d) Adhere to Squash Canada, PTA and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement.

Code of Conduct for Parents/Legal Guardians or Adults Who Have Care Over a Child Participant

7. All parents, legal guardians or adults who have care over a child participant participating in a PTA or Squash Canada sanctioned Event will:
- a) Show no disrespect for the decisions of the coaches, officials and referees including Squash Canada and PTA Designated Individuals;
 - b) Encourage the Individual to play within the rules, to respect opponents and to resolve conflict without resorting to hostility, humiliation or violence;
 - c) Never ridicule, yell or emotionally or physically abuse an individual child while on the Event premises;
 - d) Not sit beside the referee during their individual child's match;
 - e) Not criticize, abuse or ridicule the decisions of the referee, coach, Squash Canada, PTA or Designated Individuals;
 - f) Respect and show appreciation for the volunteers who give their time for the betterment of squash;
 - g) Never harass other players, coaches, officials or other spectators;
 - h) Not arrive at an Event under the influence of inappropriate substances or consume such substances during an Event; and
 - i) If they are in violation of any of the above as determined by the Designated Individual, the Individual will be asked to either leave the court area and/or the hosting venue upon the immediate request of the Designated Individual.

Code of Conduct for Coaches

8. The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal development as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. How an athlete regards his/her sport is therefore often dependent on the behaviour of the athlete's coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour, which will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings. Coaches will:
- a) Consistently display high personal standards and project a favourable image of their sport and of coaching;
 - b) Treat everyone equally and fairly within the context of their activity, without discrimination of any kind, such as race, colour, sex, sexual orientation, gender expression, gender identity, language, religion, political or other opinion, national or social origin, property, birth or other status;
 - c) Direct comments or criticism at the performance rather than the athlete;
 - d) Refrain from criticism of other coaches, especially when speaking to the media or recruiting athletes;
 - e) Abstain from the use of tobacco products while in the presence of her/his athletes and discourage their use by athletes;
 - f) Abstain from cannabis use or drinking alcoholic beverages when working around minor athletes;
 - g) Discourage the use of cannabis or alcohol in conjunction with athletic Events or victory celebrations at the playing site;
 - h) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties;
 - i) Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment as outlined in the Long Term Athlete Development plan;
 - j) Actively assist in sustaining the present and future health of athletes by communicating and cooperating with registered medical practitioners in the diagnosis, treatment and management of injuries and other associated health or fitness problems;

- k) Consider the athletes' future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training;
- l) Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own;
- m) Regularly seek ways of increasing professional development and self-awareness;
- n) Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules;
- o) In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development;
- p) Consider the academic pressures placed on student-athletes and conduct training and Events in a manner that supports academic success;
- q) Adhere to Squash Canada, PTA and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and
- r) Educate athletes about the dangers of drugs and performance-enhancing substances.

9. Coaches must:

- a) Ensure the safety of the athletes with whom they work;
- b) Never engage in any behaviour that abuses the power imbalance inherent in the coaching position including but not limited to establishing or maintaining a sexual relationship with an athlete that he or she is coaching or encouraging inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age;
- c) Respect athletes' dignity. Verbal or physical behaviours that constitute harassment or abuse are unacceptable;
- d) Never advocate or condone the use of drugs or other banned performance-enhancing substances or practices; and
- e) Never provide under age athletes with cannabis or alcohol.

Code of Conduct for Officials

10. All Participant Officials:

- a) Will have a full knowledge of the most up to date Rules of Squash and their Interpretation as described by the World Squash Federation;
- b) Will at all times maintain complete impartiality with respect to all players and shall not enter into any relationship or take any action which casts doubt on his or her impartiality as a Squash Referee;
- c) Will not officiate in any match in which that Official has a relationship with one of the players that might be considered a conflict of interest so as to cast doubt on that Official's impartiality. Not only is an obvious conflict of interest prohibited, but a mere appearance of such a conflict will render an official unsuitable for such an assignment;
- d) Will not criticize or attempt to explain calls or decisions by other Officials to anyone other than those Officials directly, or the Tournament Referee. Where Officials agree to conduct assessments on each other, these should be done discreetly but must be coordinated and supervised by the Tournament Referee;
- e) Will arrive at least 20 minutes prior to the start of the session. Also, Officials must be prompt for all matches assigned to them;
- f) Will dress and maintain their appearance in a manner befitting the dignity and integrity of the game. Where an official uniform has been supplied by the Tournament Sponsor, then this must be worn as required. The Tournament Referee shall determine the appropriate dress code throughout the Tournament;
- g) On the day they are to officiate, Officials will not use cannabis or drink any alcoholic beverages before or during their match or matches;

- h) Will not wager anything in any manner in connection with any Squash Event;
- i) Shall not, except in the ordinary course of controlling the gallery during a match, converse with the crowd;
- j) Shall at all times conduct themselves in a professional, ethical manner and give due regard to the authority of the Squash Canada or PTA representative, other Officials, and tournament personnel;
- k) Shall not participate in a media interview or meeting with a journalist where statements relating to squash refereeing can be printed or broadcast without the approval of the organization sanctioning the tournament;
- l) Will adhere to Squash Canada, PTA and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and

Code of Conduct for Directors, Committee Members, Administrators and Staff

11. All Directors, Committee Members, Administrators and Staff will have additional responsibilities to:
- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Individuals' confidence;
 - b) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - c) Conduct themselves openly, professionally, lawfully and in good faith, and declare any Conflict of Interest real or perceived;
 - d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
 - e) Behave with decorum appropriate to both circumstance and position;
 - f) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
 - g) Respect the confidentiality appropriate to issues of a sensitive nature;
 - h) Respect the decisions of the majority and resign if unable to do so;
 - i) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
 - j) Have a thorough knowledge and understanding of all governance documents; and
 - k) Never make an official statement either verbally or in writing on behalf of the PTA or Squash Canada without the prior consent or knowledge of the Executive Director and/or President of their respective Association/Organization.