



# Squash Canada

## Discipline Reciprocation Policy

*Approved by the Squash Canada Board of Directors, June 21, 2018*

***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 Policy:
  - a. “Days” – Days including weekends and holidays
  - b. “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.
  - c. “PTA” – Provincial/Territorial Squash Associations recognized by Squash Canada
  - d. “Disciplinary Sanctions” - Defined as decisions taken to declare an Individual ‘Not in Good Standing, or to suspend, restrict or limit an Individual’s privilege of participating in or attending squash or related activities. For purposes of this policy, decisions to warn, censure, reprimand, put on probation, require remedy, training or apology and which otherwise does not impose suspension, restriction or limitation shall be deemed outside bi-lateral reporting requirements and reciprocation.

### **Purpose**

2. The purpose of this Policy is to ensure universal enforcement and recognition of Disciplinary Sanctions applied by Squash Canada or its PTA’s.

### **Application of this Policy**

3. This Policy applies to all Individuals.

### **Reciprocal Recognition of Disciplinary Sanctions**

4. Squash Canada and its PTA’s agree that they will each recognize, respect and enforce the Disciplinary Sanctions imposed by either Squash Canada or a PTA, providing that, in consideration of common standards, practices and due process, both parties have adopted the following Pan-Canadian Policies or provincial authority mandated equivalent and enacted same as may have been applicable to the Disciplinary Sanction:
  - a. Code of Conduct
  - b. Discipline and Complaints
  - c. Appeals
  - d. Event Discipline Procedure
  - e. Event Appeal Procedure
  - f. Alternate Dispute Resolution
  - g. Conflict of Interest

### **Responsibilities of the Parties**

5. Squash Canada and its PTA’s will:

- a. Provide a copy of any applicable Disciplinary Sanction to each other, subject to any confidentiality or privacy considerations.
- b. Notify each other within seven (7) days of any Disciplinary Sanction.
- c. Notify each other within seven (7) days of any further action related to a sanction, including, but not limited to, an appeal decision.
- d. Notify each other within three (3) days of a change in, removal or end of a period of a Disciplinary Sanction.
- e. Update their governing documents to encompass the reciprocation as described herein.
- f. In the case of written Competition Conduct Reports:
  - i. from a Squash Canada event, Squash Canada shall, pursuant to its *Discipline and Complaints Policy*, have the right, in its sole discretion, to:
    - (1) Take no action against the Individual;
    - (2) Consider and take a decision to apply a Disciplinary Sanction, or any other action against the Individual;
    - (3) Consult with the respective PTA of the Individual to learn of any possible history or incidents of previous Disciplinary Sanction or of disciplinary actions that could be considered;
    - (4) Possibly collaborate with the PTA to consider and take a joint decision to apply a Disciplinary Sanction, or any other action against the Individual;
    - (5) Refer the Conduct Report to the respective PTA for its consideration and possible action at its sole discretion;
    - (6) In all instances, Squash Canada will forward a copy of the Conduct Report to the respective PTA within three (3) days of receipt of the Report;
  - ii. from a PTA event or from a competition within its province or territory:
    - (1) Pertaining to an Individual from a different PTA, the PTA will forward a copy of the Conduct Report to the respective PTA within seven (7) days of the end of the competition. It is the responsibility of the respective PTA to review, consider and administer any possible Disciplinary Sanction or action against such Individual.
    - (2) Pertaining to an Individual who is a current member of Squash Canada's National Team, National Development Team and/or NextGen Team Member, the PTA will forward a copy of the Conduct Report to Squash Canada within seven (7) days of the end of the competition.
- g) Squash Canada shall be responsible for maintaining a repository of Disciplinary Sanctions administered or upheld by Squash Canada and PTA Members, and shall release or share access to such repository with all Member PTA's, subject to any confidentiality or privacy considerations.

#### **International or Professional Disciplinary Sanctions and Conduct Reports**

6. In the instance that Squash Canada is required to uphold Disciplinary Sanction or action against an Individual as administered by the World Squash Federation (WSF), WSF Regional Federations, WSF Member National Federations, the Professional Squash Association (PSA), or other recognized international body, Squash Canada shall notify PTA's of such Disciplinary Sanction for PTA reciprocation.
7. Should Squash Canada receive a Conduct Report for an Individual from the World Squash Federation (WSF), WSF Regional Federations, WSF Member National Federations or the Professional Squash Association (PSA) or other recognized international body, Squash Canada shall provide a copy to the respective PTA within three (3) days of receipt of such Report.

#### **National Team, National Development Team and/or NextGen Team Member and Individuals who Have Signed and are Subject to a Squash Canada - Athlete Agreement**

8. Individuals who have a valid Squash Canada - Athlete Agreement shall, in the first instance, be subject to relevant Agreement clauses, policies of Squash Canada and Disciplinary Sanction, and Squash Canada shall notify PTA's of such Disciplinary Sanction for PTA reciprocation.

#### **Appeals**

9. Decisions made in accordance with this Policy are not appealable.