



Squash Canada Safe Sport Policy

Definitions

1. The following terms have these meanings in this Policy:
 - a) “*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, committee members, parents or guardians, and Directors and Officers.
 - b) “*PTA*” – Provincial/Territorial Squash Association recognized by Squash Canada

Purpose

2. The purpose of this policy is to confirm Squash Canada’s commitment to ensuring a safe sport environment for all Individuals involved within Squash Canada and its PTA’s. Individuals have a right to participate in a safe and inclusive training and competitive environment free of abuse, harassment or discrimination.

Application of this Policy

3. This Policy applies to all Individuals.

Responsibilities

4. Squash Canada commits to implementing education, policies and procedures to minimize risk within its sporting environment.
5. Squash Canada will:
 - a) Ensure that all coaches employed, contracted or appointed by Squash Canada are accredited and licensed coaches and have been approved in accordance with Squash Canada’s Screening Policy.
 - b) Ensure that all parties engaged on behalf of Squash Canada are aware of their duties and obligations to report to Squash Canada on a timely basis any issues or potential violations of Squash Canada policies relating to conduct.
 - c) Ensure that all communications (email, written or text) are shared with a minor athlete’s legal guardian.
 - d) Ensure that all in-person interactions between a Squash Canada representative and an athlete will occur in the presence, or close presence, of another individual, except in the case of a medical emergency.
 - e) Ensure written consent of a minor athlete is obtained from the minor athlete’s legal guardian in the case of one-on-one travel.
 - f) Ensure that all policies are consistent with the long-term athlete development strategy.
 - g) Establish and approve the following policies in order to support the safe sport environment:
 - i. Code of Conduct Policy
 - ii. Discipline and Complaints Policy
 - iii. Alternate Dispute Resolution Policy
 - iv. Appeal Policy
 - v. Whistleblower Policy

- vi. Screening Policy
- vii. Inclusion Policy (Gender Equity and Access Policy)
- viii. Official Languages Policy
- ix. Conflict of Interest Policy
- x. Privacy Policy

Notification of Complaints

- 6. All Squash Canada representatives, including coaches and related personnel, will report any suspected breach of Squash Canada's policies on a timely basis. Any other Individual may also report any such alleged breach of Squash Canada's policies.
- 7. Squash Canada will report any and all complaints as required by legislation to the appropriate bodies.

Approved, June 21, 2018