



Squash Canada Discipline Reciprocation Policy

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

Amended March 31, 2023

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. "Athlete" – Includes any Individual who is registered with Squash Canada or a Member for either recreational or competitive purposes.
 - b. "Days" – Calendar Days.¹
 - c. "Individuals" – All categories of membership defined in the Squash Canada Bylaws or, as applicable, the Bylaws of a Member, as well as people employed by, contracted by, or engaged in activities with Squash Canada or its Members including, but not limited to, employees, contractors, Athletes, coaches, mission staff, chefs de mission, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.
 - 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 the 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, unless required by Squash Canada's *Discipline and Complaints Policy*.
 - e. "Member" – Includes Provincial/Territorial Associations.
 - a) "OSIC" – The Office of the Sport Integrity Commissioner, an independent division of the Sport Dispute Resolution Centre of Canada, which comprises the functions of the Sport Integrity Commissioner; also known as Abuse-Free Sport.
 - f. "UCCMS" – The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the Sport Dispute Resolution Centre of Canada.

Purpose

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

Application of this Policy

3. This Policy applies to all Individuals.

Reciprocal Recognition of Disciplinary Sanctions

4. Squash Canada and its Members agree that they will each recognize, respect and enforce the Disciplinary Sanctions imposed by either Squash Canada or a Member, including any person with delegated authority under the *Discipline and Complaints Policy* or other applicable Squash Canada or Member policy, provided that, in consideration of common standards, practices and due process, both parties have adopted the following Pan-Canadian Policies (or a provincial authority mandated equivalent) and have enacted the same as applicable to the Disciplinary Sanction:
 - a. Code of Conduct
 - b. Discipline and Complaints Policy
 - c. Appeal Policy
 - d. Event Discipline Procedure
 - e. Event Appeal Procedure
 - f. Alternate Dispute Resolution Policy
 - g. Conflict of Interest Policy

UCCMS and OSIC Sanctions

5. Nothing in this Policy is intended to replace or interfere with any reporting requirements related to the administration of the UCCMS by the OSIC. Notwithstanding any term of this Policy, any incidents that involve alleged breaches of the UCCMS by a UCCMS

¹ For the purpose of calculating deadlines, the following shall apply: the day of the act is not included in the calculation (i.e., the date of receipt of a decision is not Day 1); instead, the deadline would start on the day following receipt of the decision and would expire at midnight (in the location of the individual seeking to file an appeal) on the last day of the period. If the end date is a Saturday, a Sunday or a legal holiday, the period runs until the next day that is not a Saturday, a Sunday or a legal holiday. For example, if an Individual receives a decision on Thursday December 17, 2020, the 14-day deadline to appeal this decision starts on Friday December 18, 2020 and would expire on Friday January 1, 2021. However, since January 1, 2021 is a legal holiday, January 2, 2021 is a Saturday, and January 3, 2021 is a Sunday, the deadline to appeal would expire at midnight (in the location of the individual seeking to file an appeal) on January 4, 2021.

Participant must be reported to the OSIC, as set out in the *Discipline and Complaints Policy*. As a Program Signatory to the OSIC, Squash Canada will ensure that any sanctions or measures imposed by the OSIC's Director of Sanctions and Outcomes will be implemented and respected within Squash Canada's jurisdiction (including at the provincial, territorial, and club level), once Squash Canada receives appropriate notice of any sanction or measure from the OSIC.

Responsibilities of the Parties

6. Subject to any timeline or reporting or disclosure obligation established in the *Discipline and Complaints Policy*, or other applicable policy, in respect of any decision or sanction determined by a relevant delegate of Squash Canada or a Member, Squash Canada and its Members will:
 - a. Provide a copy of any applicable Disciplinary Sanction to each other, subject to any confidentiality or privacy considerations and any limitations as set out in the *Discipline and Complaints Policy*.
 - 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, subject 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 Member 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 Member 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 Member 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 Member, within three (3) days of receipt of the Report;
 - ii. from a Member event or from a competition within its province or territory:
 - (1) Pertaining to an Individual from a different Member, the Member will forward a copy of the Conduct Report to the respective Member within seven (7) days of the end of the competition. It is the responsibility of the respective Member 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 Member 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 Members, and shall release or share access to such repository with all Members, subject to any confidentiality or privacy considerations and any limitations as set out in the *Discipline and Complaints Policy*.

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 Members of such Disciplinary Sanction for Member 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 Member 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 Members of such Disciplinary Sanction for PTA reciprocation.

Appeals

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

Privacy

10. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Squash Canada's *Privacy Policy*, as well as the privacy policies of relevant Members, as applicable.