



## Squash Canada Safe Sport Policy

Amended March 31, 2023

### 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) *“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.
  - c) *“Member”* – Includes Provincial/Territorial Associations.
  - d) *“Minor”* - Any Individual who is under the age of majority at the time and in the jurisdiction where the alleged breach of any Squash Canada or Member policy has occurred. Adult Individuals are responsible for knowing the age of a Minor.
  - e) *“OSIC”* – The Office of the Sport Integrity Commissioner, an independent division of the SDRCC, which comprises the functions of the Sport Integrity Commissioner; also known as Abuse-Free Sport.
  - f) *“SDRCC”* – The Sport Dispute Resolution Centre of Canada.
  - g) *“UCCMS”* – The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC.

### Purpose

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

### Application of this Policy

3. This Policy applies to all Individuals.

### UCCMS

4. Squash Canada has adopted the UCCMS which shall be incorporated, as applicable, into this Policy by reference as if set out in full herein. Any modifications or amendments made to the UCCMS by the SDRCC shall come into effect immediately upon their adoption by the SDRCC, without the need for any further action by Squash Canada or any of its Members.

### Responsibilities

5. Squash Canada and its Members commit to implementing education, policies and procedures to minimize risk within its sporting environment.
6. Squash Canada and its Members, as applicable, will:
  - a) Ensure that all coaches employed, contracted or appointed by Squash Canada or the Member 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 or the Member are aware of their duties and obligations to report to Squash Canada, the Member, or the OSIC, as applicable, on a timely basis any issues or potential violations of Squash Canada/Member policies or the UCCMS relating to conduct.
  - c) Ensure that all communications (email, written or text) are shared with a Minor Athlete’s parent or legal guardian.
  - d) Ensure that all in-person interactions between a Squash Canada or Member 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
  - xi. Athlete Protection Policy

**Notification of Complaints**

7. All Squash Canada or Member representatives, including coaches and related personnel, will report any suspected breach of Squash Canada or a Member's policies, or the UCCMS (as applicable), on a timely basis. Any other Individual may also report any such alleged breach of Squash Canada, or a Member's policies, or the UCCMS (as applicable).
8. Squash Canada will report any and all complaints as required by legislation to the appropriate bodies, as set out in the *Discipline and Complaints Policy*.

***Approved, June 21, 2018***