



COMPETITION MANIPULATION POLICY

Approved, October 14, 2022

Revised July 25, 2023

With effect beginning on January 1, 2023

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PART A – OVERVIEW AND JURISDICTION

Executive Summary

The manipulation of sports *Competition* threatens the integrity of sport. Every country and every sport may be affected. The involvement of organized crime in the manipulation of sports *Competition* is a serious and increasing concern. In response, the International Olympic Committee (IOC) has created the *Olympic Movement Code on the Prevention of Manipulation of Competitions (IOC Code)*. The *IOC Code* is the international framework for a harmonized effort to eliminate the manipulation of sports *Competitions*. This Competition Manipulation Policy (the Policy) is fully consistent with the *IOC Code* to the extent of the Policy's jurisdictional scope and will provide the necessary tools and resources to prevent, deter and detect the manipulation of *Competitions* in Canadian squash by individuals subject to the Policy and thereby to protect the integrity of Canadian squash.

Section 1.0 Introduction

Canada has a longstanding commitment to fair and ethical sport. The adoption and implementation of this Policy by Squash Canada will help to ensure that Canadian squash is prepared to preemptively deter and robustly respond to corrupt attacks on the integrity of the sport. This Policy is designed to protect against efforts from within squash to improperly impact *Competitions* and to establish rules and a consistent scheme of enforcement and sanctions applicable to all *Individuals* who are subject to the Policy.

Section 2.0 Jurisdiction

2.1 Application to Individuals

The application of the Policy to *Individuals* is based on the contractual relationship which exists between Squash Canada and those *Individuals* over whom Squash Canada has authority through those *Individuals'* express agreement to participate in squash according to its rules. The Policy is a sport rule of Squash Canada. More specifically, the Policy applies to the following *Individuals* associated with Squash Canada and to all *Competitions* that fall under the authority of or are sanctioned by Squash Canada and/or those of its Provincial/Territorial Associations:

- Squash Canada employees, volunteers, and Board members.
- All members of the Squash Canada National Team program. All the foregoing individual athletes will sign an athlete agreement on an annual basis containing an express acknowledgement that the Policy applies to them for a twelve-month period, regardless of their role or level of engagement with Squash Canada for the entire twelve-month period. More specifically, the Policy shall apply to every member of the National Team program for **the next following twelve-month period**, even if the individual athlete acts in a capacity or participates in an event or competition not connected to Squash Canada for some of that twelve-month period.

- Participants in Squash Canada organized and sanctioned competitions. Such individuals will expressly confirm their compliance with the Policy at the registration for the event.
- Coaches who are accredited to work at Squash Canada organized and sanctioned competitions or designated training centres will confirm their compliance with the Policy as they receive their accreditation for the event or training centre.

Accordingly, the Policy applies to the Individuals described above (the "*Covered Persons*"), regardless of where they reside or are situated.

PART B – RULES

Preface

Italicized terms in the Rules are defined in the body of the Policy or in Appendix 1.

RULE 1 APPLICATION

1.1 Application

The Rules shall apply to *Covered Persons* whether or not a *Covered Person* is a national of or resident in Canada. *Covered Persons* are deemed to know they are subject to the Policy and have accepted and agreed to be bound by the Policy. It shall be the responsibility of every *Covered Person* to acquaint themselves with the provisions contained in the Policy, including these Rules.

1.2 Other Applicable Laws or Regulations

Covered Persons should be aware that the conduct prohibited in the Policy may also constitute a criminal offence and/or a breach of other applicable laws or regulations. *Covered Persons* must comply with all applicable laws and regulations at all times.

RULE 2 CORRUPTION OFFENCES

The commission of any offence set forth in Rule 2 or Rule 3 shall constitute a *Corruption Offence* for all purposes of the Policy. Hearings in *Corruption Offence* cases will proceed based on an assertion by Squash Canada that a *Corruption Offence* has been committed by a *Covered Person*.

Covered Persons shall be responsible for knowing what constitutes a *Corruption Offence*.

The following are *Corruption Offences*:

2.1 Betting

2.1.1 *Betting* by the *Covered Person* in relation:

- a) To squash;
- b) to a *Competition* in which the *Covered Person* is directly taking part or when the *Covered Person* has access to information unavailable to the public that could provide an unfair advantage; or
- c) to any event of a multi sport event that includes a *Competition* for which the *Covered Person* is accredited to participate or attend, or is otherwise taking part or has access to information unavailable to the public that could provide an unfair advantage; or

d) to any Competition in which the *Covered Person* has influence over the field of play.

2.1.2 No *Covered Person* shall, directly or indirectly, solicit, encourage or facilitate any other person to *Wager* on the outcome or any other aspect of any *Competition* in the *Covered Person's* sport.

2.2 Bribery

2.2.1 No *Covered Person* shall, directly or indirectly, solicit or accept any *Benefit* for the purpose of facilitating the commission of a *Corruption Offence* or which leads, directly or indirectly, to the commission of a *Corruption Offence*.

2.2.2 No *Covered Person* shall, directly or indirectly, solicit or accept any *Benefit* with the intention of negatively influencing an athlete's best efforts in any *Competition*.

2.2.3 No *Covered Person* shall, directly or indirectly, offer or provide any *Benefit* to any other *Covered Person* with the intention of negatively influencing an athlete's performance in any *Competition*.

2.3 Manipulation of a Sport Competition

2.3.1 No *Covered Person* shall engage in the *Manipulation of a Sport Competition* nor shall they, directly or indirectly, using any means, by attempting to control, impact or influence the outcome or any other aspect of any *Competition*.

2.3.2 No *Covered Person* shall, directly or indirectly, solicit or influence any athlete to not use his or her best efforts in any *Competition*. *Covered Persons* must use their best efforts in any *Competition*.

2.3.3 No *Covered Person* shall, directly or indirectly, solicit or request any other person to control, impact or influence the outcome or any other aspect of any *Competition*.

2.3.4 No *Covered Person* shall provide, request, receive, seek, or accept a *Benefit* related to the *Manipulation of a Competition*

2.4 Corrupt Conduct

Providing, requesting, receiving, seeking, or accepting a *Benefit* related to the *Manipulation of a Sport Competition*.

2.5 Inside Information

2.5.1 Using *Inside Information* for the purposes of *Betting* or for any form of *Manipulation of a Sport Competition* whether by the *Covered Person* or via another person and/or entity.

2.5.2 Disclosing *Inside Information* to any person and/or entity, with or without *Benefit*, where the *Covered Person* knew or should have known that such disclosure might lead to the information being used for the purposes of *Betting* or for any form of *Manipulation of a Sport Competition*.

- 2.5.3 Giving and/or receiving a *Benefit* for the provision of *Inside Information* regardless of whether any *Inside Information* is actually provided.
- 2.5.4 For greater certainty, there is no restriction on using *Information in the Public Domain* and the use of such information on its own does not constitute a *Corruption Offence*.

2.6 Failure to Cooperate

- 2.6.1 Failing to cooperate with any investigation carried out by Squash Canada in relation to a possible *Corruption Offence*, including, without limitation, obstructing or delaying any investigation that may be carried out by Squash Canada in relation to a possible *Corruption Offence*, or concealing, tampering with or destroying any documentation or other information that may be relevant to the investigation.

2.7 Deemed *Corruption Offence*

- 2.7.1 Any form of aid, abetment or attempt by a *Covered Person* that could culminate in a *Corruption Offence* shall be treated as if a *Corruption Offence* had been committed, whether or not such an act in fact resulted in a *Corruption Offence* and/or whether the *Corruption Offence* (if it occurred) was committed deliberately or negligently.
- 2.7.2 More specifically, a *Covered Person* shall be responsible for any *Corruption Offence* committed by any other *Covered Person* if a *Covered Person*, either:
 - a) had knowledge of a *Corruption Offence* and failed to report such knowledge pursuant to the reporting obligations set forth in Rule 3; or
 - b) assisted in the commission of a *Corruption Offence*.

In such event, Squash Canada shall have the right to assert that a *Covered Person* breached his or her obligations in the Policy and, if proven by Squash Canada at a hearing, the *Tribunal* shall have the right to impose sanctions on a *Covered Person* to the same extent as if a *Covered Person* had actually committed the *Corruption Offence*.

RULE 3 REPORTING OBLIGATIONS

A failure by a *Covered Person* to comply with the reporting obligations in Rule 3.1, 3.2 and 3.3 shall constitute a *Corruption Offence*.

3.1 Direct Knowledge

A *Covered Person* has an obligation to report an incident as soon as possible, if that *Covered Person* is approached by any person who offers or provides any type of *Benefit* to that *Covered Person* to:

- a) influence the outcome or any other aspect of any *Competition*; or
- b) to provide *Inside Information*.

3.2 Indirect Knowledge or Suspicion

In the event the *Covered Person* knows, suspects or becomes aware of any incident, fact or matter (or of which they ought to have been reasonably aware) that any other *Covered Person* or other individual has committed a *Corruption Offence*, including approaches or invitations that have been received by another *Covered Person* to engage in conduct that could amount to a *Corruption Offence*, it shall be the *Covered Person's* obligation to report such knowledge or suspicion to Squash Canada as soon as possible.

3.3 Continuing Obligation

A *Covered Person* shall have a continuing obligation to report any new knowledge or suspicion regarding any *Corruption Offence* even if the *Covered Person's* prior knowledge or suspicion has already been reported.

3.4 Reporting Process

Any individual required to report a possible *Corruption Offence* or any other person desiring to do so, shall report in either of the following ways:

- a) Any individual or any other person may report either to the Squash Canada Chief Operating Officer [Geoffrey Johnson – geoffrey.johnson@squash.ca] or to the Squash Canada Discipline Chair [Brendan Bernakevitch – bbernakevitch@mcdougallgauley.com], or
- b) Pursuant to the Canadian Centre for Ethics in Sport's anonymous reporting mechanism, the CCES Sport Reporting Hotline. Reporting methods are described at www.cces.ca/integrity.

RULE 4 ADDITIONAL MATTERS

4.1 Matters Not Relevant

For the determination of whether a *Corruption Offence* has been committed, the following are not relevant:

- a) whether or not the *Covered Person* is taking part in the *Competition* concerned;
- b) whether or not the outcome or the aspect of the *Competition* on which the *Bet* was made or intended to be made was favourable;
- c) whether or not any *Benefit* was actually given or received;
- d) the nature or outcome of the *Bet*;
- e) whether or not the *Covered Person's* effort or performance in the *Competition* concerned were (or could be expected to be) affected by the acts or omission in question;
- f) whether or not the result of the *Competition* concerned was (or could be expected to be) affected by the acts or omission in question; and
- g) whether or not the manipulation included a violation of a technical rule of Squash Canada and/or one of its Provincial/Territorial Associations.

4.2 Offer or Solicitation

For a *Corruption Offence* to be committed, it is sufficient that an offer or solicitation was made, regardless of whether any *Benefit* was actually paid or received.

4.3 Evidence of Effort

Evidence of an athlete's lack of efforts or poor performance during a *Competition* may be offered to support allegations by Squash Canada that a *Covered Person* committed a *Corruption Offence*, but the absence of such evidence shall not preclude a *Covered Person* from being sanctioned for a *Corruption Offence*.

4.4 Valid Defence

A valid defence may be made to a charge of a *Corruption Offence* if the *Covered Person* alleged to have committed the *Corruption Offence*:

- a) reported such conduct to Squash Canada, and
- b) demonstrates that such conduct was the result of imminent peril or danger, that the *Covered Person* had no reasonable alternative other than to conduct the *Corruption Offence*, and that the conduct was proportional to the peril or danger avoided.

RULE 5 INVESTIGATION

5.1 Right to Investigate

Squash Canada, or any appointed designate, shall have the right to conduct an initial interview and follow-up interviews, if necessary and as determined solely by Squash Canada or its appointed designate, with any *Covered Person* or any other person in furtherance of investigating the possibility of the commission of a *Corruption Offence* by a *Covered Person*. Information concerning a potential *Corruption Offence* may come to Squash Canada from any source, including reporting by a *Covered Person*, hotlines, or internal monitoring efforts. When conducting an interview:

- 5.1.1 The date and time of all interviews shall be determined by Squash Canada or its appointed designate, giving reasonable allowances for the *Covered Persons'* or other person's schedule.
- 5.1.2 The *Covered Person* or other person shall have the right to have counsel attend the interview(s) at the *Covered Person's* or other person's sole expense.
- 5.1.3 The interview may be recorded. If recorded with the consent of the *Covered Person* or other person, the recorded interviews may be used for transcription and evidentiary purposes and thereafter shall be retained for a minimum of three (3) years in a secure place following the conclusion of any investigation or following the conclusion of the proceedings before a *Tribunal*, whichever is later.

5.1.4 Transcripts of the recorded interview shall be provided to the *Covered Person* or other person, upon request, within a reasonable period of time following the conclusion of the interview.

5.2 Cooperation

5.2.1 All *Covered Persons* must cooperate fully with investigations conducted by Squash Canada or by an appointed designate including giving evidence at hearings, if requested.

5.2.2 No *Covered Person* shall:

- a) tamper with, damage, disable, destroy or otherwise alter any evidence or other information related to any *Corruption Offence*, or
- b) solicit or facilitate any other person to tamper with, damage, disable, destroy or otherwise alter any evidence or other information related to any *Corruption Offence*.

5.3 Provision of Objects or Information

5.3.1 Any information provided to Squash Canada or to an appointed designate in the course of the investigation shall be:

- a) kept confidential except when it becomes necessary to disclose such information in furtherance of the prosecution of a *Corruption Offence*, or for the purpose of reporting to administrative, professional, or judicial authorities pursuant to an investigation or prosecution of non-sporting laws or regulations; and
- b) used solely by Squash Canada or its appointed designate for the purposes of the investigation and prosecution of a *Corruption Offence*.

RULE 6 REFERRAL FOR HEARING

6.1 Referral for Hearing

At the conclusion of any investigation, following such review and evaluation processes determined to be fair and appropriate in the circumstances by Squash Canada, if Squash Canada concludes that a *Corruption Offence* may have been committed by a *Covered Person*, then Squash Canada shall refer the matter for a hearing.

6.1.1 Allegations that a *Covered Person* has committed a *Corruption Offence* shall be pursued pursuant to the Squash Canada *Discipline and Complaints Policy*, as may be amended, with the exception that the Discipline Panel (the *Tribunal*) shall hear and decide all such matters, which shall not be deferred to a third party.

6.2 Conduct of the Hearing

The conduct of the hearing and the procedures to be followed shall remain in the *Tribunal's* sole discretion, subject to the following requirements. In each case, the *Covered Person* shall be informed of the alleged violation that has been committed, the factual basis of same and the

range of possible sanctions. The *Tribunal* shall conduct the hearing in a fair, timely and impartial manner, and the *Covered Person* shall have the right to make submissions either by appearing personally or by submitting a defence in writing. The *Covered Person* has the right to be accompanied at the *Tribunal* hearing by legal counsel or another representative.

6.3 Determination of a *Corruption Offence*

The *Tribunal* shall determine whether a *Covered Person* committed a *Corruption Offence* and, if so, shall determine the sanctions for any *Corruption Offence* found to have been committed. The *Tribunal* shall issue a reasoned decision justifying its conclusions and the sanction that may be imposed.

RULE 7 PROVISIONAL MEASURES

7.1 Provisional Measures

Squash Canada (or its delegate) may, in accordance with its *Discipline and Complaints Policy*, impose provisional measures, including a *Provisional Suspension*, on a *Covered Person* where there is a particular ongoing risk to the sport. Where there is an ongoing risk to the sport, a *Provisional Suspension* may be imposed if Squash Canada (or its delegate) determines that at least one of the following two conditions are met:

- a) a *Covered Person* has failed to comply with any part of Rule 5.2.2, or
- b) that (i) there is a reasonable likelihood that the *Covered Person* has committed a *Corruption Offence* punishable by a period of ineligibility greater than one (1) year; (ii) in the opinion of Squash Canada, the integrity of sport of squash would be undermined in the absence of a *Provisional Suspension*; and (iii) the harm resulting from the absence of a provisional suspension outweighs the hardship of the provisional suspension on the *Covered Person*.

7.2 Public Reporting

Any public reporting shall be done in accordance with Squash Canada's *Discipline and Complaints Policy*.

7.3 Appeals

Decisions by Squash Canada regarding the imposition of provisional measures, including provisional suspensions, may only be appealed as provided for in Squash Canada's *Discipline and Complaints Policy*.

RULE 8 DUE PROCESS

8.1 Burdens and Standards of Proof

Squash Canada (which may be represented by legal counsel at a *Tribunal* hearing) shall have the burden of establishing that a *Corruption Offence* has occurred. The standard of proof shall be whether Squash Canada has established the commission of a *Corruption Offence* on a balance of

probabilities. This standard requires that on a preponderance of the evidence it is more likely than not that a *Corruption Offence* has occurred. Where the applicable rules place the burden of proof on the *Covered Person* alleged to have committed a *Corruption Offence* to rebut a presumption or to establish facts or circumstances, the standard of proof shall also be on a balance of probabilities.

8.2 Methods of Establishing Facts and Presumptions

The *Tribunal* conducting the hearing shall not be bound by any judicial rules governing the admissibility of evidence. Instead, facts relating to a *Corruption Offence* may be established by any reliable means, including admissions, as determined in the sole discretion of the *Tribunal*.

8.3 Contact Requirements

Each *Covered Person* shall be deemed to be immediately contactable at their current (i) postal address; (ii) personal mobile telephone; or (iii) personal e-mail address. A notice or communication sent to any postal address, e-mail address or mobile telephone number provided by the *Covered Person* to Squash Canada shall be deemed to have been sent to the *Covered Person's* current address or mobile telephone number and received by the *Covered Person*. In each case it is the responsibility of the *Covered Person* to ensure that Squash Canada has been provided with the necessary up-to-date contact details. Any notice or other communication delivered hereunder to a *Covered Person* shall be deemed to have been received by the *Covered Person* (i) in the case of a postal address, on the date of delivery to such address in the confirmation of delivery provided by the relevant courier service company; or (ii) in the case of a personal mobile telephone or personal e-mail address, at the time the relevant communication was sent.

8.4 Confidentiality

Confidentiality must be respected by Squash Canada and all *Covered Persons* during the investigation and *Tribunal* hearing process in accordance with Squash Canada's *Discipline and Complaints Policy*. Information shall only be shared with individuals on a need-to-know basis for the purpose of implementing and enforcing this Policy. However, at the conclusion of the case, public disclosure of the outcome of the case is required, subject to the provisions in Squash Canada's *Discipline and Complaints Policy*.

RULE 9 SANCTIONS

9.1 Sanctions

The penalty for any *Corruption Offence* determined by the *Tribunal* to have occurred in accordance with the hearing procedures set forth in Squash Canada's *Discipline and Complaints Policy* shall be imposed by the *Tribunal* after considering all evidence. In every case, the penalty must be proportionate to the conduct that has occurred and shall include either a fine, the forfeiture of results, prizes or winnings, or a period of ineligibility as set out below, or some combination of these penalties, as follows:

- 9.1.1 With respect to any *Covered Person*, (i) a fine of up to \$100,000 CDN payable to Squash Canada may be imposed plus an amount equal to the value of any winnings or other amounts received by such *Covered Person* in connection with any *Corruption Offence*, and (ii) the *Covered Person* may lose points, prizes, medals and suffer the disqualification of results.
- 9.1.2 With respect to any *Covered Person*, for any violation of Rule 2.1 to 2.7 or Rule 3, a warning and/or ineligibility from taking part in any *Competition* up to a maximum period of permanent ineligibility.
- 9.1.3 Regardless of Rule 9.1.2 above, a *Covered Person* who has been declared ineligible from taking part in a *Competition* shall be permitted to receive accreditation or otherwise access a *Competition* or other event if invited to do so by any *Sport Organization* only for the purpose of an authorized anti-gambling or anti-corruption education or rehabilitation program if the said program is organized or sanctioned by that *Sport Organization*.
- 9.1.4 In every case, any period of *Provisional Suspension* properly served by a *Covered Person* shall be credited toward the total period of ineligibility imposed by the *Tribunal*.

9.2 Reporting to Other Authorities

Squash Canada may report *Corruption Offences* that also violate other laws and regulations to the competent administrative, professional or judicial authorities.

9.3 Subsequent *Corruption Offence*

If any *Covered Person* commits a *Corruption Offence* during a period of ineligibility, it shall be treated as a separate *Corruption Offence* under the Policy.

9.4 Breach of Sanction

If a *Covered Person* breaches the terms of any sanction imposed by a *Tribunal*, the case shall be referred back to the *Tribunal* who imposed the original sanction, who may, at their discretion, impose an additional sanction. The *Tribunal* shall also determine whether further written submissions or a further hearing is required.

RULE 10 APPEALS

10.1 Decisions Subject to Appeal

The following may be appealed exclusively to the Sport Dispute Resolution Centre of Canada (SDRCC) in accordance with the Canadian Sport Dispute Resolution Code by either the *Covered Person* who is the subject of the decision being appealed, or Squash Canada:

- a) any *Tribunal* decision that a *Corruption Offence* has been committed;
- b) any *Tribunal* decision that no *Corruption Offence* has been committed;
- c) any *Tribunal* decision imposing sanctions for a *Corruption Offence*; or

- d) that the *Tribunal* lacks jurisdiction to rule on an alleged *Corruption Offence* or its sanctions.

10.2 Decisions Remain In Effect While Under Appeal

Any *Tribunal* decision appealed to the SDRCC Appeal Tribunal shall remain in effect while under appeal unless the SDRCC Appeal Tribunal orders otherwise.

10.3 Deadline for Filing an Appeal

The deadline for filing an appeal with the SDRCC Appeal Tribunal shall be 20 business days from the date of receipt of the *Tribunal's* final reasoned decision by the appealing party.

10.4 Final Decisions

The decision of the SDRCC Appeal Tribunal on appeal shall be final, non-reviewable, non-appealable and enforceable. No claim, arbitration, lawsuit or litigation concerning the dispute shall be brought in any other court or tribunal.

RULE 11 CONDITIONS OF REINSTATEMENT

11.1 Eligibility for Reinstatement

Once a *Covered Person's* period of ineligibility or suspension has expired and the *Covered Person* has paid all fines and/or prize money forfeitures and has otherwise complied with all obligations imposed by the *Tribunal*, the *Covered Person* will automatically become eligible and no application by the *Covered Person* for reinstatement will be necessary.

11.2 Financial Obligations

All fines and/or prize money forfeitures imposed on *Covered Persons* hereunder must be paid within 30 days following the later of the receipt of a *Tribunal decision* or, if appealed to the SDRCC Appeal Tribunal, the receipt of the SDRCC Appeal Tribunal decision.

11.2.1 If not paid within the prescribed timeframe, the *Covered Person* shall be ineligible to take part in any *Competition* or event organized or sanctioned by any *Sport Organization* until such time as the fine and/or prize money forfeitures have been paid in full.

11.2.2 Squash Canada shall have the discretion to establish an installment plan for payment of any fines and/or prize money forfeitures. For the avoidance of doubt, the schedule of payments pursuant to such plan may extend beyond any period of ineligibility; however, a default in payment under such plan shall automatically trigger a period of ineligibility until such default is cured.

RULE 12 MUTUAL RECOGNITION

12.1 Recognition and Implementation of Decisions

Squash Canada shall recognize, implement and respect the final decisions made by another sporting body or a court of competent jurisdiction in matters substantially pertaining to the subject matters of the Policy.

RULE 13 GENERAL

13.1 Limitations

No action may be commenced under the Policy against any *Covered Person* for any *Corruption Offence* unless such action is commenced within two (2) years after the discovery of such alleged *Corruption Offence*. The “action” referenced in this section shall be the referral of the matter to a hearing, as described in Rule 6.1.

13.2 Headings

Section headings within the Policy are for the purpose of guidance only and do not form part of the Policy itself. Nor do they inform or affect the language of the provisions to which they refer.

13.3 Validity

In the event any provision of the Policy is determined invalid or unenforceable, the remaining provisions shall not be affected. The Policy shall not fail because any part is held to be invalid.

13.4 Waiver of Rights

Except as otherwise stated herein, failure to exercise or enforce any right conferred by the Policy shall not be deemed to be a waiver of any such right nor operate so as to bar the exercise or enforcement thereof or of any other right on any other occasion.

13.5 Time Periods

Unless otherwise specified, time periods in the Policy are total consecutive days irrespective of weekends or holidays. When a deadline falls on a weekend or statutory holiday, the next business day shall be the deadline for the purpose of the Policy.

13.6 Effective Date

The Policy is applicable prospectively to *Corruption Offences* occurring on or after the date that the Policy becomes effective. The Policy comes into full force and effect on January 1, 2023 (the Effective Date). The Rules in the Policy shall not apply retroactively to any matters pending before the Effective Date.

RULE 14 IMPLEMENTATION

14.1 Implementation of the Policy

Squash Canada commits to implementing the Policy within its own jurisdiction as of the Effective Date, including promptly creating and providing suitable educational materials to all *Covered Persons*.

APPENDIX 1 DEFINITIONS

Benefit: the direct or indirect receipt or provision of money or other *Consideration*, including, but not limited to, bribes, gains, gifts and other advantages including, without limitation, preferential treatment, winnings and/or potential winnings as a result of a *Wager*; the foregoing shall not include official prize money, appearance fees or payments to be made under sponsorship or other contracts. Sporting advantage is also a benefit.

Bet or Betting: any form of speculation involving a stake of monetary value in the expectation of a prize of monetary value, subject to a future and uncertain occurrence related to a sport *Competition*.

Competition: any sports competition, tournament, game, match or event, organized, recognized or sanctioned in accordance with the rules of Squash Canada or any of its Provincial/Territorial Associations.

Consideration: anything of value except for money.

Corruption Offence: any conduct by a *Covered Person* of an offence specifically described in Rule 2 or Rule 3 of the Policy.

Information in the Public Domain: information which has been published or is a matter of public record or can be readily acquired by an interested member of the public and/or information which has been disclosed according to the rules or regulations governing a particular *Competition*.

Inside Information: information about the likely participation or likely performance of an athlete in a *Competition* or concerning the weather, conditions, status, outcome or any other aspect of a *Competition* which is known by a *Covered Person* by virtue of his or her position in relation to a sport or *Competition* and is not *Information in the Public Domain* or accessible to the public.

Manipulation of a Sport Competition: an intentional arrangement, act or omission aimed at an improper alteration of the result, the course of or any aspect of a *Competition* in order to remove all or part of the unpredictable nature of the *Competition* with a view to obtaining an undue *Benefit* for oneself or for others. This includes avoiding a result by forfeiting, conceding or defaulting a *Competition* for a purpose not related to illness or injury.

Provisional Suspension: as defined in Squash Canada's *Discipline and Complaints Policy*

Sport Organization: any of the following entities: a national sport governing body; a national multi-sport organization; a National Sport Centre; a National Sport Institute; and any other sport organization in Canada, provided each has specifically adopted the Policy.

Tribunal: the hearing body constituted by Squash Canada to conduct the independent internal first instance hearing to determine whether a *Corruption Offence* was committed by a *Covered Person*, and if so, the appropriate consequences.

Wager: a *Bet* involving money or *Consideration* or any other form of financial speculation.