



## Squash Canada Code of Conduct

Approved by the Squash Canada Board of Directors, June 20, 2019

Amended August 24, 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 Code:

- a) **"Athlete"** – Includes any Individual who is registered with Squash Canada or a Member for either recreational or competitive purposes.
- b) **"Designated Individual"** - any person chosen by Squash Canada or a Member to enforce the Code of Conduct at any Event.
- c) **"Discrimination"** – As defined in the UCCMS and as amended from time to time by the SDRCC.
- d) **"Event"** - Any Member or Squash Canada sanctioned competition, program or squash-related activity, which may include a social Event.
- e) **"Harassment"** – A vexatious comment (or comments) or conduct against an Individual or group, irrespective of whether the comment or conduct occurs in person or via any other media, including social media, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
  - i. Written or verbal abuse, threats, or outbursts;
  - ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
  - iii. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
  - iv. Leering or other suggestive or obscene gestures;
  - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
  - vi. Practical jokes which endanger a person's safety, or which may negatively affect performance;
  - vii. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity, which does not contribute to any Individual's positive development, but is required to be accepted as part of a team or group, regardless of the individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
  - viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
  - ix. Deliberately excluding or socially isolating a person from a group or team;
  - x. Persistent sexual flirtations, advances, requests, or invitations;
  - xi. Physical or sexual assault;
  - xii. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
  - xiii. Retaliation or threats of retaliation against a person who Reports harassment to Squash Canada or to a Member.
- f) **"Individuals"** - All categories of membership defined in the Squash Canada Bylaws or, as applicable, the Bylaws of a Member, as well as all people employed by, contracted by, or engaged in activities with Squash Canada or a Member 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.
- g) **"Maltreatment"** – As defined in the UCCMS and as amended from time to time by the SDRCC.
- h) **"Member"** – Includes Provincial/Territorial Associations.
- i) **"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.
- j) **"Power Imbalance"** – As defined in the UCCMS and as amended from time to time by the SDRCC.
- k) **"Prohibited Behaviour"** – As defined in the UCCMS and as amended from time to time by the SDRCC.
- l) **"Prohibited Method"** – As defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- m) **"Prohibited Substance"** – As defined in the Canadian Anti-Doping Program, as amended from time to time by the Canadian Centre for Ethics in Sport.
- n) **"SDRCC"** – The Sport Dispute Resolution Centre of Canada.
- o) **"Sexual Harassment"** – As defined in the UCCMS and as amended from time to time by the SDRCC.
- p) **"UCCMS"** – The Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC.
- q) **"Workplace"** – Any place where Events, business or work-related activities are conducted. Workplaces include, but are not limited to, the office or facilities of Squash Canada or a Member, work-related social functions, work assignments outside offices, work-related travel, the training and competition environment (wherever located), and work-related conferences or training sessions.
- r) **"Workplace Harassment"** – Vexatious comment(s) or conduct against a worker in a Workplace that is known or ought reasonably to be known to be unwelcome. Workplace Harassment should not be confused with legitimate, reasonable management actions that are part of the normal work/training function, including measures to correct performance deficiencies, such as placing someone on a performance improvement plan, or imposing discipline for workplace infractions.
- s) **"Workplace Violence"** – The use of or threat of physical force by a person against a worker in a Workplace that causes or could cause physical injury to the worker; an attempt to exercise physical force against a worker in a Workplace that could cause physical injury to the worker; or a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker in a Workplace that could cause physical injury to the worker.



### Purpose

2. The purpose of this Code is to ensure a safe and positive environment within the Events of Squash Canada and its Members by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization's core values and policies. Squash Canada and its Members support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all Individuals can safely participate in our sport and are treated with respect and fairness.

### Application of this Code

3. Application of this Code:
  - a) This Code applies to Individuals' conduct during the business and Events of Squash Canada and its Members including, but not limited to, competitions, practices, tryouts, treatment or consultations (e.g., massage therapy), training camps, travel associated with Squash Canada or Member activities, the office environment, and any meetings or social Events.
  - b) This Code also applies to Individuals' conduct outside of the business and Events of Squash Canada and its Members when such conduct adversely affects relationships within the Member and/or Squash Canada (and its work and sport environment) or is detrimental to the image and reputation of the Member and/or Squash Canada, and/or which brings the game into disrepute. Such applicability will be determined by Squash Canada or a Member, as applicable, at its sole discretion.
  - c) This Code also applies to Individuals active in the sport of squash or who have retired from the sport of squash where any claim regarding a potential breach of this Code occurred when the Individual was active in the sport.
  - d) In addition, breaches of this Code may occur when the Individuals involved interacted due to their mutual involvement in the sport of squash or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s).
  - e) Any Individual who violates this Code may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy*, an Individual who violates this Code during a competition may be removed from the competition of training area, and the Individual may be subject to further sanctions.
  - f) An employee or contractor of Squash Canada or a Member who is a Respondent to a Report may also be subject to consequences in accordance with the applicable organization's policies for human resources or an employment/contractor agreement.

### UCCMS

4. Squash Canada has adopted the UCCMS which shall be incorporated into this Code 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.

### General Code of Conduct

5. Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of other Individuals by:
    - i. Treating each other with the highest standards of respect and integrity;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other participants;
    - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
    - iv. Acting to correct or prevent practices that are unjustly discriminatory;
    - v. Consistently treating individuals fairly and reasonably; and
    - vi. Ensuring adherence to the rules of the sport and the spirit of those rules;
  - b) Refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination or any form of Maltreatment or Prohibited Behaviour;
  - c) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
  - d) Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the Events of Squash Canada or a Member or representing Squash Canada or a Member at any such Events;
  - e) In the case of Minors, not consume alcohol, tobacco, or cannabis at any Event;
  - f) In the case of adults, not consume cannabis in the Workplace or in any situation associated with Events (subject to any requirements for accommodation), not consume alcohol during competitions and in situations where Minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations;
  - g) Respect the property of others and not willfully cause damage;
  - h) Promote sport in the most constructive and positive manner possible;
    - i) When driving a vehicle in connection with Squash Canada or Member business or Events:
      - i. Not have his or her license suspended;
      - ii. Obey traffic laws at all times;
      - iii. Not be under the influence of alcohol, cannabis or illegal drugs or intoxicating substances;
      - iv. Have valid insurance; and
      - v. Refrain from using a mobile device or engaging in any activity that would constitute distracted driving;
  - j) Adhere to all federal, provincial, municipal and host country laws;
  - k) Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition or para-classification, and/or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantages;
  - l) Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of Squash Canada and its Members, and those of any other sport organization with authority over the individual, as applicable and as adopted and amended from time to time;



- m) Respect the *Competition Manipulation Policy*; and
- n) Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving an Individual to Squash Canada or to a Member, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or Prohibited Substance or Prohibited Method.

#### **Code of Conduct for Athletes**

6. In addition to Section 5 above, all Athletes will:
- a) Adhere to their athlete agreement (if applicable);
  - b) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete;
  - c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations;
  - d) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason;
  - e) Adhere to any rules and requirements regarding clothing and equipment;
  - f) Dress to represent the sport and themselves appropriately; and
  - g) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers.
7. In addition to Sections 5 and 6 above, an Individual may be ejected or disqualified from an Event or ejected or disqualified from further participation for the balance of an Event by a Designated Individual or may be at a later time held accountable for an action during an Event on the following grounds:
- a) Non-compliance with the rules and regulations put in place or adopted by a Member, Squash Canada or Event relating to participant safety or equipment;
  - b) Deliberate disregard of the rules of squash adopted by a Member, which rules constitute the rules enforced by Squash Canada and the Member;
  - c) Verbally or physically abusing an opponent, official(s), spectator(s) or the sponsors;
  - d) Showing dissent to the officials, including foul language and obscene or offensive gestures;
  - e) Abusing playing equipment or the court;
  - f) Failing to comply with the condition of entry of an Event including any rules with regard to clothing, eyeguards or advertising;
  - g) Having entered an Event or accepted an invitation to participate, withdrawing from the Event or failing to attend without appropriate reason such as injury, etc;
  - h) Defaulting from an Event or match. A disciplinary body may require evidence of proof of "bona fide" injury, illness or other emergency situation;
  - i) Failing to be available to meet reasonable requests for interviews by the media;
  - j) Failing to avoid and reject the non-medical use of drugs or the use of Prohibited Substances or Prohibited Methods;
  - k) Failing to adhere to World Squash Federation, Pan American Squash Federation, Squash Canada and Member rules and requirements; and
  - l) Any other unreasonable conduct which brings the game into disrepute, including but not limited to, abusive use of cannabis, alcohol, non-medical use of drugs, use of cannabis or alcohol by Minors.

#### **Code of Conduct for Parents/Legal Guardians or Adults Who Have Care Over a Child Participant and Spectators**

8. In addition to Section 5 above, all parents, legal guardians or adults who have care over a child participant participating in a Member or Squash Canada sanctioned Event and all spectators at Events will:
- a) Show no disrespect for the decisions of the coaches, officials and referees including Squash Canada and Member Designated Individuals;
  - b) Encourage Individuals to play within the rules, to respect opponents and to resolve conflict without resorting to hostility, humiliation or violence;
  - c) Never ridicule, yell or emotionally or physically abuse an Individual while on the Event premises;
  - d) Not sit beside the referee during their individual child's match;
  - e) Not criticize, abuse or ridicule the decisions of the referee, coach, Squash Canada, Member or Designated Individuals;
  - f) Respect and show appreciation for the volunteers who give their time for the betterment of squash; and
  - g) Not arrive at an Event under the influence of inappropriate substances or consume such substances during an Event
- If they are in violation of any of the above as determined by the Designated Individual, the Individual will be asked to either leave the court area and/or the hosting venue upon the immediate request of the Designated Individual.

#### **Code of Conduct for Coaches**

9. In addition to Section 5 above, coaches have many additional responsibilities. The Athlete/coach relationship is a privileged one. Coaches play a critical role in the personal development as well as athletic development of their Athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. How an athlete regards his/her sport is therefore often dependent on the behaviour of the athlete's coach. Coaches will:
- a) Avoid any behaviour that abuses the Power Imbalance inherent to their position as a coach;
  - b) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the Athletes;
  - c) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes;
  - d) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals (where applicable) in the diagnosis, treatment, and management of Athletes' medical and psychological treatments;



- e) Support the coaching staff of a training camp, provincial team, or national team, should an Athlete qualify for participation with one of these programs;
- f) Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate;
- g) Provide Athletes (and the parents/guardians of Minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete;
- h) Act in the best interest of the Athlete's development as a whole person;
- i) Comply with the *Screening Policy*, including understanding ongoing expectations under the *Screening Policy* and fully cooperating in the screening process;
- j) Comply with all established responsibilities and obligations as set out by the coach's professional governing body, if any;
- k) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or Prohibited Substances or Prohibited Methods and, in the case of minors, alcohol, cannabis, and/or tobacco;
- l) Respect Athletes competing for other clubs, provinces or countries and, in dealings with them, not discuss topics or take actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes;
- m) Not engage in a sexual or intimate relationship with an Athlete of any age in which the coach is in a position of trust or authority;
- n) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights;
- o) Dress appropriately; and
- p) Use inoffensive language, and take the audience being addressed into account (e.g., the age/maturity of the participants).

#### **Code of Conduct for Officials**

10. In addition to Section 5 above, Officials:

- a) Will have a full knowledge of the most up to date Rules of Squash and their Interpretation as described by the World Squash Federation;
- b) Will at all times maintain complete impartiality with respect to all players and shall not enter into any relationship or take any action which casts doubt on his or her impartiality as a Squash Referee;
- c) Will not officiate in any match in which that Official has a relationship with one of the players that might be considered a conflict of interest so as to cast doubt on that Official's impartiality. Not only is an obvious conflict of interest prohibited, but a mere appearance of such a conflict will render an official unsuitable for such an assignment;
- d) Will not criticize or attempt to explain calls or decisions by other Officials to anyone other than those Officials directly, or the Tournament Referee. Where Officials agree to conduct assessments on each other, these should be done discreetly but must be coordinated and supervised by the Tournament Referee;
- e) Will arrive at least 20 minutes prior to the start of the session. Also, Officials must be prompt for all matches assigned to them;
- f) Will dress and maintain their appearance in a manner befitting the dignity and integrity of the game. Where an official uniform has been supplied by the Tournament Sponsor, then this must be worn as required. The Tournament Referee shall determine the appropriate dress code throughout the Tournament;
- g) On the day they are to officiate, Officials will not use cannabis or drink any alcoholic beverages before or during their match or matches;
- h) Will not wager anything in any manner in connection with any Squash Event;
- i) Shall not, except in the ordinary course of controlling the gallery during a match, converse with the crowd;
- j) Shall at all times conduct themselves in a professional, ethical manner and give due regard to the authority of the Squash Canada or Member representative, other Officials, and tournament personnel;
- k) Shall not participate in a media interview or meeting with a journalist where statements relating to squash refereeing can be printed or broadcast without the approval of the organization sanctioning the tournament;
- l) Will adhere to Squash Canada, Member and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and
- m) Will comply with the *Screening Policy*, including understanding ongoing expectations under the *Screening Policy* and fully cooperating in the screening process.

#### **Code of Conduct for Directors, Committee Members, Administrators and Staff**

11. In addition to Section 5 above, all Directors, Committee Members, Administrators and Staff will have additional responsibilities to:

- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Individuals' confidence;
- b) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- c) Conduct themselves openly, professionally, lawfully and in good faith, and declare any Conflict of Interest real or perceived;
- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- e) Behave with decorum appropriate to both circumstance and position;
- f) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
- g) Respect the confidentiality appropriate to issues of a sensitive nature;
- h) Respect the decisions of the majority and resign if unable to do so;
- i) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- j) Have a thorough knowledge and understanding of all governance documents;
- k) Never make an official statement either verbally or in writing on behalf of the Member or Squash Canada without the prior consent or knowledge of the Chief Executive Officer (or designated Staff Member) and/or President of their respective Association/Organization; and
- l) Comply with the *Screening Policy*, including understanding ongoing expectations under the *Screening Policy* and fully cooperating in the screening process.



### **Anti-Doping**

12. All Individuals shall:
- a) Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, Squash Canada and its Members adopt and adhere to the Canadian Anti-Doping Program. Squash Canada and its Members will respect any sanction imposed on an Individual as a result of a breach of the [Canadian Anti-Doping Program](#) or any other applicable Anti-Doping Rules;
  - b) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable anti-doping rules;
  - c) Cooperate with any Anti-Doping Organization that is conducting an investigation into any anti-doping rule violation(s); and
  - d) Refrain from any offensive conduct toward a doping control official or other individual involved in doping control, whether or not such conduct constitutes Tampering as defined in the Canadian Anti-Doping Program.
13. All Coaches or other Individuals who are Using a Prohibited Substance or Prohibited Method without a valid and acceptable justification shall refrain from providing support to Athletes that fall under Squash Canada or a Member's jurisdiction.

### **Retaliation, Retribution or Reprisal**

14. It is a breach of this Code for any Individual to engage in any act that threatens or seeks to intimidate another individual with the intent of discouraging that Individual from filing, in good faith, a Report pursuant to any Squash Canada or Member policy. It is also a breach of this Code for an Individual to file a Report for the purpose of retaliation, retribution or reprisal against any other Individual. Any Individual found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

### **Privacy**

15. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Squash Canada's *Privacy Policy*.