



Confidentiality Policy

Approved by the Squash Canada Board of Directors February 4, 2026

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 for their adoption and usage.

Purpose

1. The purpose of this Policy is to ensure the protection of Confidential Information.

Definitions

2. Terms in this Policy are defined as follows:
 - a) **Confidential Information** – Personal information of Participants including but not limited to home address, email address, personal phone numbers, date of birth, financial information, medical information, information submitted as part of a screening process, and information submitted as part of a complaint, appeal, or dispute resolution process. Additionally, *Confidential Information* also includes information considered to be intellectual property of the Organization such as data, proprietary information, membership lists, customer information, business information, and trade secrets.
 - b) **Participant** – Refers to all categories of individual members and/or registrants defined in the [By-laws](#) of the Organization who are subject to the policies of the Organization, as well as all people employed by, contracted by, or engaged in activities with, the Organization including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.
 - c) **Organization** – Squash Canada, a Provincial/Territorial Association, or a squash club (as applicable).
 - d) **Representatives** – Refers to individuals employed by, or engaged in activities on behalf of, the Organization. Representatives include, but are not limited to, staff, administrators, committee members, volunteers, and Directors and Officers.

Scope and Application

3. This policy applies to all Representatives.
4. Confidential Information does not include the following: name, title, business address, work telephone number, or any other information widely available or in the public domain.
5. Participants voluntarily publishing or consenting to the publication of their personal information in a public forum (such as the listing of an email address on a website) forfeit the expectation of confidentiality for that information for as long as it is available publicly.

Proctor Field House
York University Glendon Campus
2275 Bayview Avenue, Suite 106B
Toronto, Ontario M4N 3M6
www.squash.ca

Responsibilities

6. Representatives will not, either during the period of their involvement/employment with the Organization or any time thereafter, disclose, publish, communicate, or divulge to any person or organization any Confidential Information acquired during their period of involvement/employment, unless expressly authorized to do so.
7. Representatives will not use, reproduce, or distribute Confidential Information without the express written consent of the Organization.

Complaints and Dispute Resolution

8. Information that is submitted by a party as part of a dispute resolution process is considered Confidential Information and may not be disclosed to anyone not involved with the dispute resolution process until such time as the dispute resolution process is completed or stated otherwise in the Organization's policies related to discipline.
9. A written decision rendered at the conclusion of a dispute resolution process, subject to the direction of the decision-maker, may not be disclosed to any individual or group other than those that are identified (such as National Sport Organizations, Provincial/Territorial Organizations, or professional associations) in the applicable policy or as stated by the decision-maker.
10. Notwithstanding the above, the Organization may publish a summary letter that discloses the result of the dispute resolution process (**Appendix A – Decision Disclosure (Complaint)**) provided this letter limits the disclosure of Confidential Information and complies with the *Privacy Policy*.

Intellectual Property

11. Copyright and any other intellectual property rights for all written material (including material in electronic format or posted on a website) and other works produced in connection with employment or involvement with the Organization will be owned solely by the Organization, which shall have the right to use, reproduce, or distribute such material and works, in whole or in part, for any purpose it wishes. The Organization may grant permission for others to use its intellectual property.
12. Confidential Information that is intellectual property of the Organization will remain the property of the Organization and, upon cessation of involvement/employment with the Organization, for any reason, or upon request of the Organization, Representatives will immediately return this information, as well as copies and reproductions, and any other media containing this information.

Enforcement

13. A breach of any provision in this Policy may be subject to legal recourse, termination of the employment or volunteer position, suspension or expulsion from membership, or sanctions following a complaint filed pursuant to the *Discipline and Complaints Policy*.

Review and Approval

14. This policy shall be approved by the Board of Directors of the Organization and reviewed every three to five years.
 - a. The policy may be reviewed at any time should circumstances, incidents, or legislative or organizational changes warrant an earlier review.

Appendix A – Decision Disclosure Letter (Complaint)

[insert date]

Re: Complaint Decision

In [month year], the Organization received a complaint naming [Respondent's Name(s)]

The Organization addressed the complaint in a procedurally fair manner per its discipline policies. A Discipline Panel appointed to hear the case found that the [Respondent's Name(s)] breached several sections of the *Code of Conduct and Ethics* and [insert other policies, if applicable].

The Discipline Panel decided the following sanctions:

- [insert all sanctions]

The details of the complaint and the dispute resolution process are confidential pursuant to the *Confidentiality Policy* and *Privacy Policy*.

[insert text re: if the Respondents have completed or complied with the sanction].

[insert name, position]

[insert organization]