



Squash Canada Code of Conduct

*Approved by the Squash Canada Board of Directors, June 21, 2018
Re-Approved by the Squash Ontario Board of Directors, May 27, 2022*

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) **“Designated Individual”** - any person chosen by Squash Canada or the PTA to enforce the Code of Conduct at any Event
 - b) **“Event”** - any PTA or Squash Canada sanctioned competition, program or squash-related activity
 - c) **“PTA”** – Provincial/Territorial Squash Association recognized by Squash Canada
 - d) **“Individuals”** - All categories of membership defined in the Squash Canada Bylaws or PTA Bylaws, as well as all individuals engaged in activities with Squash Canada or its PTAs including, but not limited to, athletes, coaches, mission staff, chefs de mission, officials, volunteers, administrators, committee members, parents or guardians, and Directors and Officers.

Application of this Code

2. Application of this Code:
 - a) This Code applies to Individuals’ conduct during Events.
 - b) This Code also applies to Individuals’ conduct outside of Events when such conduct adversely affects relationships within the PTA and/or Squash Canada (and its work and sport environment) and is detrimental to the image and reputation of the PTA and/or Squash Canada, and/or which brings the game into disrepute.
 - c) An employee found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of the applicable PTA or Squash Canada *Human Resources Policy* as well as the employee’s Employment Agreement, as applicable.

General Code of Conduct

3. Squash Canada and all PTAs are committed to providing an environment in which all individuals are treated fairly and with respect. Individuals are expected to conduct themselves at all times in a manner consistent with excellence, fairness, integrity and respect. Individuals will:
 - a) Demonstrate through words and actions the spirit of fair play, sports leadership and ethical conduct;
 - b) Treat others with respect and refrain from negative or disparaging remarks or conduct;
 - c) Refrain from actions or communications that are vexatious, defamatory or that otherwise place the PTA or Squash Canada, its official representatives, or the sport of squash into disrepute;

- d) Refrain from using alcohol and tobacco products when involved in training sessions or competitive events. At social events, and if of legal age, consume these products in a responsible manner;
- e) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, degrading, malicious, derogatory or hurtful; whether intentional or unintentional;
- f) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments or sexual advances, sexist jokes or displays of sexually-offensive material or conduct of a sexual nature;
- g) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, each PTA and Squash Canada adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction. Each PTA and Squash Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by a PTA, Squash Canada, or any other sport organization
- h) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of squash, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES);
- i) Adhere to all federal, provincial, municipal and host country laws; and
- j) Comply at all times with the bylaws, policies, rules and regulations, as adopted and amended from time to time, of the Individual's PTA and of Squash Canada including complying with any contracts or agreements executed with the Individual's PTA or Squash Canada, and complying with any sanction imposed by a PTA or Squash Canada.

Code of Conduct for Athletes

4. All athletes participating in a PTA or Squash Canada sanctioned event will:
- a) Act with respect toward all those whom they come into contact with through the sport of squash;
 - b) Strive for personal excellence in sport and act with fairness and integrity in the pursuit of excellent squash;
 - c) Respect Squash Canada and all PTAs rules, policies and procedures governing events and competitions in which they participate;
 - d) Refrain from comments or behaviours which are abusive, offensive or otherwise belittling or demeaning to others, whether intentional or not;
 - e) Not harass or tolerate harassment by others including comments and/or conduct, which is insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, or which creates an uncomfortable environment for anyone involved;
 - f) Respect others as persons and treat them with dignity;
 - g) Respect the privacy of others;
 - h) Not endanger the safety of others through their actions;
 - i) Promote a drug-free sport and refrain from excessive use of alcohol or any use of banned substances during competition, during practice, in accommodations provided on overnight trips, and while travelling to and from competition;
 - j) Accept doping control that is consistent with the policies of the Canadian Centre for Ethics in Sport <http://www.cces.ca/en/home> ;
 - k) Honour and respect the spirit and traditions of the sport of squash;
 - l) Not impede the preparation for competition of other competitors or teammates;
 - m) Respect the decisions of officials, tournament organizers and other Designated Individuals;
 - n) Comply with the reasonable requests of officials, Squash Canada, PTA and Event organizer;

- o) Accept that the Participant Athlete is an ambassador for squash and refrain from any action which might bring the sport of squash into disrepute;
 - p) Conduct themselves at all times in an appropriate manner, including any behaviour on social media;
 - q) Respect the property and livelihood of others, which means refraining from vandalism, theft, and other forms of mischief;
 - r) Not wager anything in any manner in connection with any Event; and
 - s) Be aware that failure to adhere to the Code of Conduct may result in a hearing before a disciplinary body and could result in any of the following: a written warning, suspension from competition or suspension from the PTA and/or Squash Canada or other sanction as determined by the disciplinary body.
 - t) Abide by all terms and conditions of any signed Athlete Agreement with respective PTA or Squash Canada.
5. 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 PTA, Squash Canada or Event relating to participant safety or equipment;
 - b) Deliberate disregard of the rules of squash adopted by a PTA, which rules constitute the rules enforced by Squash Canada and the PTA.;
 - 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 performance-enhancing drugs or methods;
 - k) Failing to adhere to World Squash Federation, Pan American Squash Federation, Squash Canada and PTA rules and requirements; and
 - l) Any other unreasonable conduct which brings the game into disrepute, including but not limited to, abusive use of alcohol, non-medical use of drugs, use of alcohol by minors.
6. Individual athletes who have been selected to a Team of a PTA or Squash Canada will:
- a) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reason;
 - b) Report any health or fitness related problems in a timely fashion, where such problems may limit the athlete's ability to travel, train, compete or interfere with the athlete's ability to fulfill program requirements;
 - c) Participate and appear on time in all competitions, Events, activities or projects to which the Team and the athlete have made a commitment; and
 - d) Adhere to Squash Canada, PTA and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement.