



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 Coaches

4. 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. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour, which will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings. Coaches will:
- a) Consistently display high personal standards and project a favourable image of their sport and of coaching;
 - b) Treat everyone equally and fairly within the context of their activity, without discrimination of any kind, such as race, colour, sex, sexual orientation, gender expression, gender identity, language, religion, political or other opinion, national or social origin, property, birth or other status;
 - c) Direct comments or criticism at the performance rather than the athlete;
 - d) Refrain from criticism of other coaches, especially when speaking to the media or recruiting athletes;
 - e) Abstain from the use of tobacco products while in the presence of her/his athletes and discourage their use by athletes;
 - f) Abstain from drinking alcoholic beverages when working around minor athletes;
 - g) Discourage the use of alcohol in conjunction with athletic Events or victory celebrations at the playing site;
 - h) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties;

- i) Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment as outlined in the Long Term Athlete Development plan;
- j) Actively assist in sustaining the present and future health of athletes by communicating and cooperating with registered medical practitioners in the diagnosis, treatment and management of injuries and other associated health or fitness problems;
- k) Consider the athletes' future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training;
- l) Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own;
- m) Regularly seek ways of increasing professional development and self-awareness;
- n) Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules;
- o) In the case of minors, communicate and cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development;
- p) Consider the academic pressures placed on student-athletes and conduct training and Events in a manner that supports academic success;
- q) Adhere to Squash Canada, PTA and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and
- r) Educate athletes about the dangers of drugs and performance-enhancing substances.

5. Coaches must:

- a) Ensure the safety of the athletes with whom they work;
- b) Never engage in any behaviour that abuses the power imbalance inherent in the coaching position including but not limited to establishing or maintaining a sexual relationship with an athlete that he or she is coaching or encouraging inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age;
- c) Respect athletes' dignity. Verbal or physical behaviours that constitute harassment or abuse are unacceptable;
- d) Never advocate or condone the use of drugs or other banned performance-enhancing substances or practices; and
- e) Never provide under age athletes with alcohol.