



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 Parents/Legal Guardians or Adults Who Have Care Over a Child Participant

4. All parents, legal guardians or adults who have care over a child participant participating in a PTA or Squash Canada sanctioned Event will:
- a) Show no disrespect for the decisions of the coaches, officials and referees including Squash Canada and PTA Designated Individuals;
 - b) Encourage the Individual 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 child 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, PTA or Designated Individuals;
 - f) Respect and show appreciation for the volunteers who give their time for the betterment of squash;
 - g) Never harass other players, coaches, officials or other spectators;
 - h) Not arrive at an Event under the influence of inappropriate substances or consume such substances during an Event; and
 - i) 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.