



Code of Conduct

Squash Ontario – Policy Relating to Member Conduct

Membership in Squash Ontario, and participation in its sanctioned activities, brings with it many benefits and privileges that are balanced by Member and Participant responsibilities and obligations.

This policy defines the parameters for these responsibilities and obligations, and thus identifies a standard for behaviour that is expected of all Members and Participants. This policy also identifies the procedures to be followed when this standard is not achieved.

Compliance with this Policy, as with all rules in a civil and democratic society, depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peers and others, and finally, when necessary, upon enforcement through disciplinary proceedings.

1. Application of this Policy

- This Policy applies to all Members defined in the constitution and bylaws of Squash Ontario ('Members') as well as all individuals engaged in activities with Squash Ontario including, but not limited to, athletes, coaches, referees, volunteers, directors, officers, administrators and independent contracted personnel, but excluding full or part-time office staff employees ('Participants'). This Policy applies to the conduct of Members and Participants at any Squash Ontario competitions, activities, programs and events.

This policy also applies to conduct which may occur outside of Squash Ontario sanctioned events and activities when such conduct adversely affects relationships within Squash Ontario and its work and sport environment and or is detrimental to the image and reputation of Squash Ontario.

- This policy was approved by the Board of Directors of Squash Ontario on 6 April 2008. It will be reviewed on an annual basis and may be amended, deleted or replaced by a resolution of the Board.

2. Expected Standard of Ethical Conduct

Squash Ontario is committed to providing an environment in which all individuals are treated with respect. Members are expected to conduct themselves at all times in a manner consistent with the values of Squash Ontario - excellence, fairness, integrity and respect.

All Members and Participants of Squash Ontario are thus expected to:

- Demonstrate through words and actions the spirit of fair play, sports leadership and ethical conduct;
- Treat others with respect and refrain from negative or disparaging remarks or conduct;
- Refrain from actions or communications that are vexatious, defamatory or that otherwise place Squash Ontario, its official representatives, or the sport of squash into disrepute;
- Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods;
- Refrain from using alcohol and tobacco products when involved in Squash Ontario training sessions or competitive events. At Squash Ontario social events, and if of legal age, consume these products in a responsible manner.;
- 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, racist, degrading or malicious.;
- Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual advances or conduct of a sexual nature, when submitting to or rejecting this conduct influences decisions which affect the individual, such conduct has the purpose or effect of diminishing performance, or such conduct creates an intimidating, hostile or offensive environment;
- Comply at all times with the bylaws, policies, rules and regulations of Squash Ontario, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by Squash Ontario, and complying with any sanction imposed by Squash Ontario.

Athletes, coaches and referees have additional responsibilities.

Coaches will:

- Consistently display high personal and professional standards and project a positive image of the sport and of coaching.
- Ensure a safe training environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes;

- 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;
- Educate athletes about the dangers of drugs and performance-enhancing substances;
- Accept and promote athletes' personal goals and, as need and opportunity arises, refer athletes to other coaches and sports specialists;
- In the case of minors, communicate and cooperate with the parents/guardians of athletes and involve them in decisions pertaining to the athlete's development;
- Consider the academic pressures placed on student-athletes and conduct training and events in a manner that supports academic success;
- Adhere to Squash Canada, Squash Ontario and event organizing committee rules regarding clothing, advertising and logos;

Avoid any behaviour that abuses the power imbalance inherent in the coaching position to (a) establish or maintain a sexual relationship with an athlete that he or she is coaching, or (b) encourage inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age.

Not engage in a sexual relationship of any description with an athlete who is a minor. Athletes who have been selected to a Team of Squash Ontario will:

- 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, in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Quest for Gold Program;
- Participate in all competitions, events, activities or projects to which the Team and the athlete have made a commitment;
- Adhere to Squash Canada, Squash Ontario and event organizing committee rules regarding clothing, advertising and logos or any other Squash Ontario or Squash Canada corporate partnership agreement.

Referees will:

- Conduct all events according to the rules and policies of Squash Ontario and/or Squash Canada with the integrity of the sport and each athlete's performance in mind;
- Work in a spirit of cooperation with other referees, assisting less experienced colleagues, and refraining from public criticism of other referees.

3. Types of Infractions

- Failure by a Member or Participant to achieve the expected standard set out above may result in an infraction and the imposition of discipline. Infractions are divided into two types, minor infractions and major infractions, which are dealt with using different procedures.
- **Minor infractions** are single incidents of failing to achieve the expected standards of conduct that generally do not result in harm to others. Examples of minor infractions include, but are not limited to:
 - single instances of disrespectful comments or behaviour directed towards others;
 - single instances of unsportsmanlike conduct;
 - being late for or absent from Squash Ontario events and activities at which attendance is expected or required;
 - single instances of non-compliance with the policies and rules of Squash Ontario.
- All disciplinary situations involving minor infractions will be dealt with by the appropriate person having authority over the Member or Participant involved: this person may include, but is not restricted to, a coach, team manager, referee, board member, tournament referee, tournament chair, senior volunteer, or senior staff member.
- **Major infractions** are instances of failing to achieve the expected standards of conduct that result, or have the potential to result, in harm to other persons, to Squash Ontario or to the sport of squash. Examples of major infractions include, but are not limited to:
 - Repeated minor infractions;
 - Activities or behaviour that interfere with a competition or with any athlete's preparation for a competition;
 - Pranks, jokes or other activities that endanger the safety of others, including hazing;
 - Deliberate disregard for the policies and rules of Squash Ontario or Squash Canada;
 - Conduct that intentionally damages the image, credibility or reputation of Squash Ontario;
 - Behaviour that constitutes harassment, sexual harassment or sexual misconduct;
 - Abusive use of alcohol, any use of alcohol by minors, use of illicit drugs and narcotics, or use of banned performance enhancing drugs or methods.
- Major infractions will be reviewed and decided using the disciplinary procedures set out in this policy, except where a dispute resolution procedure contained within a contract or other formal written agreement takes precedence.
- Major infractions that occur within competition may be dealt with immediately by the appropriate person having authority, such as a coach, team manager, referee, board member, tournament referee, tournament chair, senior volunteer, or senior staff member. In such situations, disciplinary sanctions will be for the duration of the competition only. Further sanctions may be applied but only after review of the matter using the disciplinary procedures set out in this policy.

4. Reporting an Infraction

- Any individual may report to the Executive Director of Squash Ontario a complaint of an infraction. Such complaint must be in writing and must be made within 14 days of the alleged infraction.
- Upon receiving a complaint, the Executive Director will provide it immediately to the President or designate, if the President is not available or not able to act in this capacity.
- Squash Ontario may determine that an alleged infraction is of such seriousness as to warrant suspension of the Member, or removal of the Participant, pending investigation, a hearing and a disciplinary decision.
- Upon receiving a complaint of a major infraction, the President will review the complaint and may:
 - Dismiss the complaint if he or she considers it to be trivial or vexatious;
 - Determine that the complaint does not fall within the jurisdiction of this policy, and refer it to the appropriate body having jurisdiction;
 - Direct that the infraction be dealt with informally as a minor infraction; or
 - Refer the matter to the Discipline Committee to deal with as a major infraction.

5. Disciplinary Procedures

- The Discipline Committee is a Squash Ontario tribunal composed of three persons, who are appointed by Squash Ontario to deal with the complaint. The Discipline Committee has an overall responsibility to ensure procedural fairness is respected at all times during the disciplinary process, and to carry out this process in a timely manner.
- Depending on the circumstances of the complaint, the Discipline Committee may authorize an investigation into the alleged infraction.
- The Discipline Committee will determine the format of the disciplinary process, which may involve an oral hearing in person, an oral hearing by telephone, a hearing based on written submissions or a combination of these methods. The Discipline Committee will also determine the participation of witnesses in the disciplinary process.
- The Member or Participant will be given reasonable notice of the format as well as day, time and place of the hearing; will receive a copy of the Investigation Report if an investigation was carried out; may be accompanied by a representative; and will have the right to present evidence and argument before the Discipline Committee.
- After hearing the matter, the Discipline Committee will reach a decision as to whether an infraction has occurred and if it has, what the sanction should be. The Discipline Committee will issue a written decision, including reasons, for distribution to the Member or Participant, the complainant and the President.
- Where the conduct being reviewed by this policy is of a sensitive nature, the Discipline Committee and Squash Ontario will keep all proceedings under the policy confidential, except where publication is ordered as part of the sanction, is stipulated by the Canadian Anti-Doping Program, is requested by Sport Canada, is required by law, or is in the best interests of the public.
- In fulfilling its duties, and with the approval of Squash Ontario, the Discipline Committee may obtain independent advice.

6. Disciplinary Sanctions

- The following are examples of disciplinary sanctions that may be applied where it is found that an infraction has occurred:
- Verbal or written reprimand;
- Require a verbal or written apology;
- Service or other voluntary contribution to Squash Ontario;
- Removal of certain privileges of membership;
- Suspension from certain events, which may include suspension from the current competition or from future teams or competitions;
- Suspension from certain Squash Ontario activities such as competing, coaching or officiating for a designated period of time;
- Removal of Squash Ontario or Government of Ontario funding;
- Suspension from all Squash Ontario activities for a designated period of time;
- Expulsion from membership; or
- Publication of the disciplinary sanction.
- It is understood that the above are representative penalties only, that they may be modified to fit the circumstances of the infraction, and that they are presented generally in order of severity.

NOTE: A Discipline Committee may include working with a therapist or health professional to address behavioural issues. In this case, the therapist or health professional cannot be related to the individual who is being disciplined. The Discipline Committee will reserve the right to confirm the credentials of the proposed therapist or health professional.

7. Criminal Convictions

- A Member or Participant's conviction for any of the following Criminal Code offenses will be deemed an infraction under this Policy and will result in expulsion from Squash Ontario (if the Participant is a Member) and/or removal from Squash Ontario competitions, programs, activities and events:
 - Child pornography offences;
 - Any sexual offences involving a minor;
 - Any offence of assault involving a minor;
 - Any offence of physical or psychological violence involving a minor; or
 - Any offence involving trafficking of illegal drugs or substances listed on the Canadian Anti-Doping Program's Prohibited List.

8. Appeals

- Appeals of decisions rendered under this policy will be dealt with using the Squash Ontario Appeal Policy.

SQUASH CANADA — POLICY ON DOPING IN SPORT

Position Statement

Squash Canada is unequivocally opposed, on ethical, medical and legal grounds, to the practice of doping in sport, and fully supports the policies of the World Anti-Doping Agency, International Olympic Committee, the World Squash Federation, Sport Canada and the Canadian Centre for Ethics in Sport prohibiting the use of banned substances and methods.

Squash Canada has adopted the Canadian Anti-Doping Program, and recognizes the Canadian Doping Control Regulations, as approved by the Canadian Centre for Ethics in Sport, and as amended from time to time.

- As a member of Squash Canada, Squash Ontario is also unequivocally opposed, on ethical, medical and legal grounds to the practice of doping in sport, and fully supports the policies of the World Anti-Doping Agency, International Olympic Committee, the World Squash Federation, and the Canadian Centre for Ethics in Sport prohibiting the use of banned substances and methods.