

Insert Regional League Name

Code of Conduct

1. Application of this Policy

The **Toronto & District Women's Squash Association (TDWSA)** is sanctioned by Squash Ontario, the provincial squash association recognized by the Government of Ontario through the Ministry of Tourism, Culture & Sport. As such, we abide by the policies of the association, one of which is the Members' Code of Conduct.

2. Expected Standard of Ethical Conduct

The **TDWSA** is committed to providing an environment in which all individuals are treated with respect. At all times, league players are expected to conduct themselves in a manner consistent with the values of the **TDWSA** – fair play, respect, inclusiveness, fitness, fun, camaraderie – and of Squash Ontario – excellence, fairness, integrity and respect.

All League players are expected to:

1. Demonstrate through words and actions the spirit of fair play, sports leadership and ethical conduct;
2. Treat others with respect and refrain from negative or disparaging remarks or conduct;
3. Refrain from actions or communications that are vexatious, defamatory or that otherwise place the **TDWSA** its official representatives, or the sport of squash into disrepute;
4. Avoid and reject the non-medical use of drugs or the use of performance-enhancing drugs or methods;
5. 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;
6. 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;
7. Comply at all times with the bylaws, policies, rules and regulations of the **TDWSA** and Squash Ontario, as adopted and amended from time to time, including complying with any contracts or agreements executed with or by the **TDWSA** and Squash Ontario, and complying with any sanction imposed by the **TDWSA** and/or Squash Ontario.

3. Types of Infractions

- Failure by a league player 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 a league match 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 league: this person may include any member of the **TDWSA** Executive Committee as appointed by the Chair to deal with such situations.
- **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 the **TDWSA**, 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 the **TDWSA**, Squash Ontario or Squash Canada;
 - Conduct that intentionally damages the image, credibility or reputation of the **TDWSA** and/or 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.

4. Reporting an Infraction

- Any individual may report to the Chair of the **TDWSA** 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 President may determine that an alleged infraction is of such seriousness as to warrant suspension of the Member, or removal of the league player, 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.

NOTE: IF A SITUATION IS DEEMED BY THE CHAIR OF THE TDWSA TO BE A MAJOR INFRACTION HE/SHE MAY (a) PROCEED WITH DISCIPLINARY PROCEDURES LAID OUT BELOW OR (b) FORWARD THE ISSUE TO

5. Disciplinary Procedures

- The Discipline Committee is a **TDWSA** or Squash Ontario tribunal composed of three persons, who are appointed by **TDWSA** or Squash Ontario to deal with the complaint. The Discipline Committee has an overall responsibility to ensure that 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 league player 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 league player, the complainant and the Chair of the **TDWSA**. If the Discipline Committee has been appointed by the **TDWSA**, then the Committee will also provide a copy of its written decision to the President of Squash Ontario.
- Where the conduct being reviewed by this policy is of a sensitive nature, the Discipline Committee, the **TDWSA** 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 the **TDWSA** or 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 the **TDWSA** or Squash Ontario;
 - Removal of certain privileges of league membership;
 - Suspension from certain events, which may include suspension from the current competition or from future teams or competitions;
 - Suspension from certain **TDWSA** or Squash Ontario activities such as competing, coaching or officiating for a designated period of time;
 - 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 league player'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 the **TDWSA** or 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.