



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 Officials

4. All Participant Officials:

- a) Will have a full knowledge of the most up to date Rules of Squash and their Interpretation as described by the World Squash Federation;
- b) Will at all times maintain complete impartiality with respect to all players and shall not enter into any relationship or take any action which casts doubt on his or her impartiality as a Squash Referee;
- c) Will not officiate in any match in which that Official has a relationship with one of the players that might be considered a conflict of interest so as to cast doubt on that Official's impartiality. Not only is an obvious conflict of interest prohibited, but a mere appearance of such a conflict will render an official unsuitable for such an assignment;
- d) Will not criticize or attempt to explain calls or decisions by other Officials to anyone other than those Officials directly, or the Tournament Referee. Where Officials agree to conduct assessments on each other, these should be done discreetly but must be coordinated and supervised by the Tournament Referee;
- e) Will arrive at least 20 minutes prior to the start of the session. Also, Officials must be prompt for all matches assigned to them;
- f) Will dress and maintain their appearance in a manner befitting the dignity and integrity of the game. Where an official uniform has been supplied by the Tournament Sponsor, then this must be worn as required. The Tournament Referee shall determine the appropriate dress code throughout the Tournament;
- g) On the day they are to officiate, Officials will not drink any alcoholic beverages before or during their match or matches;
- h) Will not wager anything in any manner in connection with any Squash Event;

- i) Shall not, except in the ordinary course of controlling the gallery during a match, converse with the crowd;
- j) Shall at all times conduct themselves in a professional, ethical manner and give due regard to the authority of the Squash Canada or PTA representative, other Officials, and tournament personnel;
- k) Shall not participate in a media interview or meeting with a journalist where statements relating to squash refereeing can be printed or broadcast without the approval of the organization sanctioning the tournament;
- l) Will adhere to Squash Canada, PTA and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and