

POLICY

CODE OF CONDUCT

Squash Alberta recognizes the ongoing development of the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). This Code integrates and incorporates key elements of version 5.1 of the UCCMS.

Definitions

1. The following terms have these meanings in this Code:
 - a) **“Athlete”** – An individual who is a member, registrant or license holder of the Organization or aMember
 - b) **“Consent by a Person over the Age of Majority”** – *Consent* is defined in Canada’s *Criminal Code* as the voluntary agreement to engage in the sexual activity in question. The law focuses on what the person was actually thinking and feeling at the time of the sexual activity. Sexual activity is only lawful if the person affirmatively communicated their consent, whether through words or conduct. Silence or passivity does not equal consent. Sexual activity is only legal when both parties consent. The *Criminal Code* also says there is no consent when: Someone says or does something that shows they are not consenting to an activity; Someone says or does something to show they are not agreeing to continue an activity that has already started; Someone is incapable of consenting to the activity, because, for example, they are unconscious; The consent is a result of a someone abusing a position of trust, power or authority or someone consents on someone else’s behalf. A person cannot say they mistakenly believed a person was consenting if: that belief is based on their own intoxication; they were reckless about whether the person was consenting; they chose to ignore things that would tell them there was a lack of consent; or they didn’t take proper steps to check if there was consent. Sexual activity with a Minor is a criminal offence as is sexual activity with a person under the age of 18 years when the other person is in a position of trust or authority
 - c) **“Designated Individual”** - any person chosen by Squash Alberta to enforce the Code of Conduct
 - d) **“Disclosure”** - The sharing of information by a Participant regarding an incident or a pattern of Maltreatment experienced by that Participant. Disclosure does not constitute a formal report that initiates a process of investigation to address the Maltreatment
 - e) **“Duty to Report”**
 - i. **Concerns Under Child Protection Legislation:** A legal duty to report is mandated by law, and the requirement varies by province depending on provincial legislation. Everyone has a duty to report child abuse and neglect under Canadian child welfare laws. Professionals who work with children and youth have an added responsibility to report. Adults are obliged to report child Maltreatment if there is knowledge or suspicion that it is occurring. This is called the “duty to report.” Every

person in Canada has the duty to report known or suspected child Maltreatment by law. Known or suspected abuse or Neglect of a child must be reported to: local child welfare services (e.g., children's aid society or child and family services agency), or provincial/territorial social service ministries or departments, or local police

- ii. **Concerns Outside of Child Protection Legislation:** Participants have a duty to report concerns of inappropriate conduct of other Participants to uphold the ethical standards and values of Canadian sport. Reporting inappropriate conduct is important to ensure proper action is taken and expectations are re-established. By addressing inappropriate conduct, a collective responsibility to protect Participants from Maltreatment is enacted
- f) **"Event"** - any Squash Alberta sanctioned competition, program or squash-related activity
- g) **"Grooming"** – Deliberate conduct by a Participant to sexualize a relationship with a Minor that involves the gradual blurring of boundaries and normalization of inappropriate and sexually abusive behaviour. During the grooming process, the Participant will gain the trust of the Minor and protective adults and peers around the Minor often under the guise of an existing relationship. Manipulation tactics are then used to blur perceptions and gain further access to and private time with the Minor in order to abuse or exploit the Minor. Grooming can occur whether or not harm is intended or results from the behaviour. (Grooming is also a prohibited behaviour listed under the definition of Maltreatment)
- h) **"Maltreatment"** – Includes Maltreatment related to:
 - i. *Psychological Maltreatment* – which includes, without limitation, verbal acts, non- assaultive physical acts and acts that deny attention or support
 - a. Verbal Acts - Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms; body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.
 - b. Non-assaultive Physical Acts (no physical contact) - Physically aggressive behaviors, including but not limited to: throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others
 - c. Acts that Deny Attention or Support - Acts of commission that deny attention, lack of support or isolation including but not limited to: ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same
 - ii. *Physical Maltreatment* – includes, without limitation, contact or non-contact behaviours that have the potential to cause physical harm
 - a. Contact behaviours - Including but not limited to: deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects

- b. Non-contact behaviours - Including but not limited to: isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant; encouraging or knowingly permitting an Athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an Athlete to perform a skill for which they are known to not be developmentally ready
 - iii. *Sexual Maltreatment* – includes, without limitation, any act targeting a person’s sexuality, gender identity or expression, that is committed, threatened or attempted against a person, and includes but is not limited to the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Examples include:
 - a. Any penetration of any part of a person’s body, however slight, with any object or body part by a person upon another person, including but not limited to:
 - i. vaginal penetration by a penis, object, tongue, or finger; and
 - ii. anal penetration by a penis, object, tongue, or finger
 - b. Any intentional touching of a sexual nature of any part of a person’s body, however slight, with any object or body part by a person upon another person, including but not limited to:
 - i. kissing;
 - ii. intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching of another with any of these body parts;
 - iii. any contact, no matter how slight, between the mouth of one person and the genitalia of another person, and
 - iv. making another touch themselves, the Participant, or someone else with or on any of the body parts listed in b).
 - v. any intentional touching in a sexualized manner of the relationship, context or situation
 - c. In addition to the criminal acts identified above, the UCCMS prohibits sexual relations between an Athlete above the age of majority (depending upon jurisdiction) and a Participant who holds a position of trust and authority on the basis that there can be no Consent where there is a Power Imbalance. A Power Imbalance that is presumed to exist may be challenged
 - iv. *Neglect* – or acts of omission, includes without limitation: not providing an Athlete recovery time and/or treatment for a sport injury; not being aware of and not considering an individual’s physical or intellectual disability; not considering supervision of an Athlete during travel, training or competition; not considering the welfare of the Athlete when prescribing dieting or other weight control methods
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(e.g., weigh-ins, caliper tests); disregarding the use of performance-enhancing drugs by an Athlete; failure to ensure safety of equipment or environment; allowing an Athlete to disregard sport's rules, regulations, and standards, subjecting Participants to the risk of Maltreatment

- v. *Grooming* – is often a slow, gradual and escalating process of building trust and comfort with a young person. Grooming includes, without limitation, the process of making inappropriate behaviour seem normal and gradually engaging in 'boundary violations' which have been professionally-identified to Canadian standards (e.g., a degrading remark, a sexual joke, sexualized physical contact; adult Participants sharing rooms with a Minor who is not an immediate family member; providing a massage or other purported therapeutic interventions with no specific training or expertise; private social media and text communications; sharing personal photographs; shared use of locker rooms; private meetings; private travel, and providing gifts. The Grooming process:
 - a. Grooming usually begins with subtle behaviours that do not appear to be inappropriate. Many victims/survivors of sexual abuse do not recognize the grooming process as it is happening, nor do they recognize that this process of manipulation is part of the overall abuse process.
 - b. In the grooming process, the offender begins by gaining trust of adults around the young person. The offender establishes a friendship and gains the young person's trust. Grooming then involves testing boundaries (e.g. telling sexual jokes, showing sexually explicit images, making sexual remarks). Typically, behaviour moves from non-sexual touching to "accidental" sexual touching
 - c. The young person is often manipulated into feeling responsible for the contact, is discouraged from telling anyone else about the relationship, and is made to feel obligated to protect the offender. The offender also builds trust with those close to the young person so that the relationship with the young person is not questioned
- vi. *Interference with or Manipulation of Process* – it is considered maltreatment if an adult Participant directly or indirectly interferes with a process by:
 - a. falsifying, distorting, or misrepresenting information, the resolution process, or an outcome;
 - b. destroying or concealing information;
 - c. attempting to discourage an individual's proper participation in or use of the processes of an Organization or a Member;
 - d. harassing or intimidating (verbally or physically) any person involved in the processes before, during, and/or following any proceedings of the Organization or a Member;
 - e. publicly disclosing a Participant's identifying information, without the Participant's agreement;
 - f. failing to comply with any temporary or provisional measure or other final sanction;
 - g. distributing or otherwise publicizing materials a Participant gains access to during an investigation or hearing, except as required by law or as expressly

- permitted; or
- h. influencing or attempting to influence another person to interfere with or manipulate the process
- i. Retaliation – which means that a Participant shall not take an adverse action against any person for making a good faith Report of possible Maltreatment or for participating in any process related to alleged conduct violations. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the processes of the Organization or a Member. Retaliation after the conclusion of investigation and sanction processes is also prohibited. Retaliation may be present even where there is a finding that no Maltreatment occurred. Retaliation does not include good-faith actions lawfully pursued in response to a Report of possible Maltreatment
- j. Aiding and Abetting – which is any act taken with the purpose of facilitating, promoting, or encouraging the commission of Maltreatment by a Participant. Aiding and Abetting also includes, without limitation, knowingly:
 - i. allowing any person who has been suspended or is otherwise ineligible to be in any way associated with sport or to coach or instruct Participants;
 - ii. providing any coaching-related advice or service to an Athlete who has been suspended or is otherwise ineligible; and
 - iii. allowing any person to violate the terms of their suspension or any other sanctions imposed
- vii. Reporting – it is considered Maltreatment to fail to report Maltreatment of a Minor. A legal Duty to Report is mandated by law, and the requirement varies by province depending on provincial legislation.
 - a. Failure to Report Maltreatment of a Minor
 - i. The obligation to Report requires the Reporting of any conduct which, if proven true, would constitute Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect involving a Minor Participant. The obligation to Report is an ongoing one and is not satisfied simply by making an initial Report. The obligation includes Reporting, on a timely basis, all relevant information of which an adult Participant becomes aware
 - ii. The obligation to Report includes making a direct Report
 - iii. The obligation to Report includes personally identifying information of a potential Minor Complainant to the extent known at the time of the Report, as well as a
duty to reasonably supplement the Report as to identifying information learned at a later time
 - iv. Participants should not investigate or attempt to evaluate the credibility or validity of allegations involving Psychological Maltreatment, Sexual Maltreatment, Physical Maltreatment or Neglect. Participants making a good faith Report are not required to prove the Reports are true before Reporting

- b. Failure to Report Inappropriate Conduct
 - i. Not all inappropriate conduct may meet the threshold for constituting Maltreatment. However, such inappropriate conduct may represent behavior with the risk of escalating to Maltreatment. Any Participant who suspects or becomes aware of another Participant's inappropriate conduct, even if it is not defined as Maltreatment, has a Duty to Report such inappropriate conduct through the organization's internal procedures. Those in positions of trust and authority who become aware of another's inappropriate conduct have a responsibility for reporting the concern within their organization's policies and procedures. The person making the report does not need to determine whether a violation took place; instead, the responsibility lies in reporting the objective behaviour.
 - c. Intentionally Filing a False Allegation
 - i. An allegation is false if the events Reported did not occur, and the person making the Report knows the events did not occur
 - ii. A false allegation is different from an unsubstantiated allegation; an unsubstantiated allegation means there is insufficient supporting evidence to determine whether an allegation is true or false. Absent demonstrable bad faith, an unsubstantiated allegation alone is not grounds for a violation
 - i) **"Minor"** – Any Participant who is under the age of majority at the time and in the jurisdiction where the alleged Maltreatment has occurred. Adults are responsible for knowing the age of a Minor. For the purpose of protection in each Canadian province and territory, a Minor is a child younger than following age:
 - i. 16 years old: Newfoundland and Labrador; Saskatchewan; Northwest Territories; Nunavut
 - ii. 18 years old: Prince Edward Island; Quebec; Ontario; Manitoba; Alberta
 - iii. 19 years old: Nova Scotia; New Brunswick; British Columbia; Yukon
 - j) **"Neglect"** – Any pattern or a single serious incident of lack of reasonable care, inattention to a Participant's needs, nurturing or well-being, or omissions in care. Neglect is determined by the objective behaviour but the behaviour must be evaluated with consideration given to the Participant's needs and requirements, not whether harm is intended or results from the behaviour. (Neglect is also a prohibited behaviour listed under the definition of Maltreatment)
 - k) **"Organization"** – Squash Alberta
 - l) **"Participants"** – Refers to all categories of individual members and/or registrants defined in the By-laws of Squash Alberta who are subject to the UCCMS and the policies of Squash Alberta and the, as well as all people employed by, contracted by, or engaged in activities with, Squash Alberta including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, committee members, and Directors and Officers.
 - m) **"Person in Authority"** – Any Participant who holds a position of authority within Squash Alberta, but not limited to, coaches, instructors, officials, managers, support personnel, chaperones, committee members, and Directors and Officers
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- n) **“Physical Maltreatment”** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the physical well-being of the Participant. Physical Maltreatment includes, without limitation, contact or non-contact infliction of physical harm. Physical Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour. (Physical Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)
 - o) **“Power Imbalance”** – A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has supervisory, evaluative, a duty of care, or other authority over another Participant. A Power Imbalance may also exist between an Athlete and other adults involved in sport in positions such as high-performance directors, sport specific health-care providers, sport science support staff, care or support persons, guides or pilots. Maltreatment occurs when this power is misused. Once a coach-Athlete relationship is established, a Power Imbalance is presumed to exist throughout the coach-Athlete relationship, regardless of age, and is presumed to continue for Minor Athletes after the coach-Athlete relationship terminates or until the Athlete reaches 25 years of age. A Power Imbalance may exist, but is not presumed, where an intimate relationship existed before the sport relationship commenced (e.g., a relationship between two spouses or life partners, or a sexual relationship between consenting adults that preceded the sport relationship).
 - p) **“Psychological Maltreatment”** – Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to the psychological well-being of the Participant. Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, and conduct that denies attention or support. Psychological Maltreatment is determined by the objective behaviour, not whether harm is intended or results from the behaviour. (Psychological Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)
 - q) **“Sexual Maltreatment”**
 - i. **Involving a Child:** Any form of adult/child sexualized interaction constitutes child sexual abuse. Sexual abuse of a child may occur through behaviours that do or do not involve actual physical contact. (Sexual Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)
 - ii. **Involving a person over the Age of Majority:** Any sexual act, whether physical or psychological in nature, that is committed, threatened, or attempted against a Participant without the Participant’s Consent. It includes any act targeting a Participant’s sexuality, gender identity or expression, that is committed, threatened or attempted against a Participant without that Participant’s Consent, and includes but is not limited to, the Criminal Code Offences of sexual assault, sexual exploitation, sexual interference, invitation to sexual touching, indecent exposure, voyeurism and non-consensual distribution of sexual/intimate images. Sexual Maltreatment also includes sexual harassment and stalking, cyber harassment, and cyber stalking of a sexual nature. Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party). (Sexual Maltreatment is also a prohibited behaviour listed under the definition of Maltreatment)
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Application of this Code

2. Application of this Code:

- a) This Code applies to Participants' conduct during Events.
- b) This Code also applies to Participants' conduct outside of Events when such conduct adversely affects relationships within Squash Alberta (and its work and sport environment) and is detrimental to the image and reputation of Squash Alberta, and/or which brings the game into disrepute.
- c) This Code applies to Participants active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Participant was active in the sport.
- d) An employee found to have breached this Code will be subject to appropriate disciplinary action subject to the terms of Squash Alberta's *Human Resources Policy* as well as the employee's Employment Agreement, as applicable.

Persons in Authority and Maltreatment

3. When they are a Person in Authority, Participants are responsible for knowing what constitutes Maltreatment. The categories of Maltreatment are not mutually exclusive, nor are the examples provided in each category an exhaustive list. Rather, what matters for the assessment of the Maltreatment is whether the conduct falls into one or more of the categories, not into which category it falls. Abuse, assault, harassment, bullying, and hazing can be experienced in more than one category of Maltreatment.
4. Maltreatment can be any of the prohibited behaviours and conduct, provided the Maltreatment occurs in anyone or a combination of the following situations (The physical location(s) where the alleged Maltreatment occurred is not determinative):
 - a) Within a sport environment;
 - b) When the Participant alleged to have committed Maltreatment was engaging in sport activities;
 - c) When the Participants involved interacted due to their mutual involvement in sport; or
 - d) Outside of the sport environment where the Maltreatment has a serious and detrimental impact on another Participant.
5. It is a violation of the Code for sport administrators or other Persons in Authority to place Participants in situations that make them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and coach to share a hotel room when traveling, hiring a coach who has a past history of Maltreatment, assigning guides and other support staff to a para-Athlete when the guide or support staff has a reputation for Maltreatment or assigning such a guide or support staff to a para-Athlete in the absence of consultation with the para-Athlete.

General Code of Conduct

6. Squash Alberta is committed to providing an environment in which all individuals are treated fairly and with respect. Participants are expected to conduct themselves at all times in a manner
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consistent with excellence, fairness, integrity and respect. Participants 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 Squash Alberta, its official representatives, or the sport of squash into disrepute;
- d) Refrain from using cannabis, 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 Maltreatment;
- f) 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;
- g) 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;
- h) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Squash Alberta 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. Squash Alberta 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
- i) 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);
- j) Adhere to all federal, provincial, municipal and host country laws; and
- k) Comply at all times with the bylaws, policies, rules and regulations, as adopted and amended from time to time, of Squash Alberta including complying with any contracts or agreements executed with Squash Alberta, and complying with any sanction imposed by Squash Alberta.

Code of Conduct for Athletes

7. All Athletes participating in a Squash Alberta sanctioned event will:

- a) Act with respect toward all those whom they come into contact with through the sport of squash;
 - b) Strive for personal excellence in sport and act with fairness and integrity in the pursuit of excellent squash;
 - c) Respect Squash Alberta's rules, policies and procedures governing events and competitions in which they participate;
 - d) Refrain from comments or behaviours which are abusive, offensive or otherwise belittling or demeaning to others, whether intentional or not;
 - e) Not harass or tolerate harassment by others including comments and/or conduct, which is insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, or which creates an uncomfortable environment for
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- anyone involved;
- f) Respect others as persons and treat them with dignity;
 - g) Respect the privacy of others;
 - h) Not endanger the safety of others through their actions;
 - i) Promote a drug-free sport and refrain from excessive use of cannabis, alcohol or any use of banned substances during competition, during practice, in accommodations provided on overnight trips, and while travelling to and from competition;
 - j) Accept doping control that is consistent with the policies of the Canadian Centre for Ethics in Sport <http://www.cces.ca/en/home>;
 - k) Honour and respect the spirit and traditions of the sport of squash;
 - l) Not impede the preparation for competition of other competitors or teammates;
 - m) Respect the decisions of officials, tournament organizers and other Designated Individuals;
 - n) Comply with the reasonable requests of officials, Squash Alberta and Event organizer;
 - o) Accept that the Participant Athlete is an ambassador for squash and refrain from any action which might bring the sport of squash into disrepute;
 - p) Conduct themselves at all times in an appropriate manner, including any behaviour on social media;
 - q) Respect the property and livelihood of others, which means refraining from vandalism, theft, and other forms of mischief;
 - r) Not wager anything in any manner in connection with any Event; and
 - s) Be aware that failure to adhere to the Code of Conduct may result in a hearing before a disciplinary body and could result in any of the following: a written warning, suspension from competition or suspension from Squash Alberta or other sanction as determined by the disciplinary body.
 - t) Abide by all terms and conditions of any signed Athlete Agreement with Squash Alberta.
8. An individual may be ejected or disqualified from an Event or ejected or disqualified from further participation for the balance of an Event by a Designated Individual or may be at a later time held accountable for an action during an Event on the following grounds:
- a) Non-compliance with the rules and regulations put in place or adopted by Squash Alberta or Event relating to participant safety or equipment;
 - b) Deliberate disregard of the rules of squash adopted by Squash Alberta, which rules constitute the rules enforced by Squash Alberta.;
 - c) Verbally or physically abusing an opponent, official(s), spectator(s) or the sponsors;
 - d) Showing dissent to the officials, including foul language and obscene or offensive gestures;
 - e) Abusing playing equipment or the court;
 - f) Failing to comply with the condition of entry of an Event including any rules with regard to clothing, eyeguards or advertising;
 - g) Having entered an Event or accepted an invitation to participate, withdrawing from the Event or failing to attend without appropriate reason such as injury, etc;
 - h) Defaulting from an Event or match. A disciplinary body may require evidence of proof of "bona fide" injury, illness or other emergency situation;
 - i) Failing to be available to meet reasonable requests for interviews by the media;
 - j) Failing to avoid and reject the non-medical use of drugs or the use of performance-
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- enhancing drug or methods;
 - k) Failing to adhere to Squash Alberta rules and requirements; and
 - l) Any other unreasonable conduct which brings the game into disrepute, including but not limited to, abusive use of cannabis, alcohol, non-medical use of drugs, use of cannabis or alcohol by minors.
9. Athletes who have been selected to a Team of Squash Alberta will:
- a) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reason;
 - b) 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 interfere with the Athlete's ability to fulfill program requirements;
 - c) Participate and appear on time in all competitions, Events, activities or projects to which the Team and the Athlete have made a commitment; and
 - d) Adhere to Squash Alberta and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement.

Code of Conduct for Parents/Legal Guardians or Adults Who Have Care Over a Child Participant

10. All parents, legal guardians or adults who have care over a child participant participating in a Squash Alberta sanctioned Event will:
- a) Show no disrespect for the decisions of the coaches, officials and referees including Squash Alberta Designated Individual;
 - b) Encourage the Participant 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 Alberta 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 Participant will be asked to either leave the court area and/or the hosting venue upon the immediate request of the Designated Individual.

Code of Conduct for Coaches

11. 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
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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) Avoid any behaviour that abuses the Power Imbalance inherent in the coaching position to
 - i. establish or maintain a sexual relationship with an athlete that he or she is coaching, or
 - ii. encourage inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age;
 - b) Consistently display high personal standards and project a favourable image of their sport and of coaching;
 - c) 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;
 - d) Direct comments or criticism at the performance rather than the Athlete;
 - e) Refrain from criticism of other coaches, especially when speaking to the media or recruiting Athletes;
 - f) Abstain from the use of tobacco products while in the presence of her/his Athletes and discourage their use by Athletes;
 - g) Abstain from cannabis use or drinking alcoholic beverages when working around minor Athletes;
 - h) Discourage the use of cannabis or alcohol in conjunction with athletic Events or victory celebrations at the playing site;
 - i) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties;
 - j) 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;
 - k) 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;
 - l) Consider the Athletes' future health and well-being as foremost when making decisions regarding an injured Athlete's ability to continue playing or training;
 - m) Recognize and accept when to refer Athletes to other coaches or sport specialists. Allow Athletes' goals to take precedence over their own;
 - n) Regularly seek ways of increasing professional development and self-awareness;
 - o) 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;
 - p) 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
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- development;
- q) Consider the academic pressures placed on student-Athletes and conduct training and Events in a manner that supports academic success;
- r) Adhere to Squash Alberta and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and
- s) Educate Athletes about the dangers of drugs and performance-enhancing substances.

12. 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 underage Athletes with cannabis or alcohol.

Code of Conduct for Officials

13. All 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 use cannabis or 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
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- 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 Alberta 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 Alberta and Event organizing committee rules regarding clothing, advertising and logos or any other corporate partnership agreement; and

Code of Conduct for Directors, Committee Members, Administrators and Staff

14. All Directors, Committee Members, Administrators and Staff will have additional responsibilities to:
- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of Participants' confidence;
 - b) Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 - c) Conduct themselves openly, professionally, lawfully and in good faith, and declare any Conflict of Interest real or perceived;
 - d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
 - e) Behave with decorum appropriate to both circumstance and position;
 - f) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
 - g) Respect the confidentiality appropriate to issues of a sensitive nature;
 - h) Respect the decisions of the majority and resign if unable to do so;
 - i) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
 - j) Have a thorough knowledge and understanding of all governance documents; and
 - k) Never make an official statement either verbally or in writing on behalf of Squash Alberta without the prior consent or knowledge of the Executive Director and/or President of Squash Alberta.
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