



Policy number: 06

Policy Name: Code of Conduct

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1. Overview

1.1 Purpose of Policy

The purpose of this Code of Conduct for Squash Ireland is to incorporate the respect for, and the elimination of, abuse towards all those involved in Squash including players, coaches, referees, and spectators, and to help promote good practice within the sport.

This Code of Conduct outlines good practice procedures required of those participating in squash, regardless of what role they may play in doing so. It also aims to create an atmosphere of fairness, integrity, and respect among players, coaches, referees and markers, tournament directors, spectators, and supporters in squash. It covers the behaviour of all involved before, during, and after squash is played, no matter the sporting environment. All involved should recognise the pivotal role that each and many others, play in the development of squash, and should always support one another when fulfilling their roles.

This Code of Conduct addresses the minimum levels of behaviour, conduct and good practice and procedures expected from all participants. Outlined within the Code of Conduct, are the following relevant roles:

- Players
- Coaches
- Supporters and Spectators
- Parents/Guardians
- Officials (Tournament Directors, Referees and Markers)
- Clubs & Club Members
- The Board, Committee members and working group members.

It also emphasises the role of parents/guardians and supporters in supporting the positive development of young participants and avoiding actions that can have a lasting emotional effect on them.

Squash Ireland is also subject to the World Squash Federation (WSF) Code of Conduct and any breach of that code may also be referred to WSF for their review and potential action by WSF. Similarly any person who becomes subject to a process for breach of the WSF Code of Conduct may also be subject to a process under this Squash Ireland policy.

2. Code of Conduct – Positive Conduct

All participants (Players, Coaches, Selectors, Assistants, Supporters, Parents/ Guardians, Officials, Clubs, and other personnel) must:

- 2.1 Adopt the Code of Conduct as the basic level of agreement between the club and the participants, the coaches, officials, parents/ guardians and supporters and others who may be involved in squash.
- 2.2 Ensure that squash is played and conducted in accordance with disciplined and sporting behaviour and acknowledge that it is not sufficient to rely solely upon officials to uphold the Code of Conduct and The Rules of Squash.
- 2.3 Promote responsibility and accountability for their conduct in accordance with the policies, and procedures of Squash Ireland.
- 2.4 Respect fellow participants, members, officials, volunteers, and opponents regardless of gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveller community.
- 2.5 Respect the decisions of all Officials, Associations and Committees of Squash Ireland.
- 2.6 Maintain, demonstrate, and promote the highest standards of respect for all.
- 2.7 Demonstrate a positive attitude to squash and related activities.
- 2.8 Actively discourage participants from abusing others involved in Squash.
- 2.9 Promote the reputation of Squash Ireland and take all steps to prevent it from being brought into disrepute.
- 2.10 Respect the rights, dignity and worth of every person.
- 2.11 Act as good role models.
- 2.12 Implement, support, and promote the Code of Conduct.
- 2.13 Maintain, demonstrate, and promote the highest standards of integrity.
- 2.14 Promote the highest standards of personal conduct.
- 2.15 Comply with the policies and procedures within the club, association or Squash Ireland.
- 2.16 Promote and support fair play.
- 2.17 Encourage and applaud good performances and effort from participants and opponents alike, regardless of the result.
- 2.18 If playing, thank opponents and officials at the end of each match.
- 2.19 Show respect to your Club's opponents. Without them there would be no sport or competitions.
- 2.20 Only enter the sporting environment with the permission the officials.
- 2.21 Promote Fair Play and encourage all participants to always play by the rules of squash.
- 2.22 Ensure that all activities are inclusive and allow all players to participate in an enjoyable way.
- 2.23 Involve parents/guardians and other club members in a culture of promotion of best practice.
- 2.24 Ensure safe induction and supervision of volunteers/employees.
- 2.25 Act with integrity and objectivity in squash.
- 2.26 Ensure safety is paramount in squash.
- 2.27 Put welfare of participants first.
- 2.28 Where applicable, be qualified and up to date with the latest rules, coaching knowledge, and skills.

- 2.29 Where applicable, avail of assessments, participate in continuous professional development when required and other supports to maintain and improve performance.
- 2.30 If working with Juniors undertake agreed Garda Vetting and/or background Police checks within the jurisdictions in which one operates and attend relevant safeguarding training where specified and required by Squash Ireland, Sport Northern Ireland, and Sport Ireland guidance.
- 2.31 If involved as player, coach or manager in a junior event ensure that players wear the prescribed protective eye-guards at all times while on court.
- 2.32 If involved as a player, coach, manager or other official at a junior event avoid the consumption of alcohol or recreational drugs for the duration of the period of care.
- 2.33 Demonstrate appropriate good behaviour, and not engage in abusive language or actions or harass players, supporters, coaches, or any volunteers.
- 2.34 Show appreciation to volunteers, coaches, clubs, and officials.
- 2.35 When acting as an official communicate decisions and explanations to participants in an effective and constructive manner in consideration of the age groups taking part.
- 2.36 When acting as an official remain positive when dealing with players or coaches, parents/guardians, and supporters.
- 2.37 Work as a team with officials when required.
- 2.38 Maintain composure regardless of the circumstances.
- 2.39 Report breaches of the Code of Conduct to the appropriate person or committee or the Honorary Secretary of Squash Ireland.
- 2.40 Cooperate with any investigation in respect of an alleged breach of the Code of Conduct.
- 2.41 Understand and implement the complaints and disciplinary procedures, Policy 11 Grievance, Complaints & Disciplinary Policy.
- 2.42 Manage disciplinary matters appropriately.
- 2.43 Report misconduct of participants or supporters conscious of the fact that such matters may be followed up in accordance with rules set by a club or organisation.
- 2.44 Ensure complaints including rumours are not ignored and are dealt with appropriately, following the relevant procedures.
- 2.45 Report incidents/accidents to the relevant persons.
- 2.46 Report incidents/accidents to the parents or guardians (if a child under the age of 18 is involved).
- 2.47 Keep and store securely all documentation in a confidential manner with respect to meetings, correspondence, and minutes of committee meetings.
- 2.48 Set up, maintain, revise, and implement policies and procedures in the best interests of participants and taking into consideration the best interest of the club/committee/association and/or Squash Ireland.

3. Code of Conduct – Breaches

All participants (Players, Coaches/Selectors/Assistants, Supporters, Parents/Guardians, Officials, Clubs, and other personnel) must not breach the positive code commitments outlined in Section 2 above and must not:

- 3.1 Engage in any harassment sexual or otherwise.
- 3.2 Shout, argue, abuse physically or verbally any official, opponent, other player, coach, supporter, parent/guardian, or any other participant at any time.
- 3.3 Use unfair or bullying tactics to gain advantage or isolate other participants.
- 3.4 Use unacceptable language or racial and/or sectarian or homophobic references towards any person by words, deeds, or gestures.
- 3.5 Use any other forms of abuse.
- 3.6 Lose their temper.
- 3.7 Do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the ground of their gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveller community.
- 3.8 Ridicule or scold a participant for making a mistake during the sport or competition.
- 3.9 Use social media to abuse any official, player, coach, supporter, parent/guardian, or any other participant at any time.
- 3.10 Use social media or social media apps for the distribution of offensive content, to taunt, bully, racially abuse or undermine any official, player, coach, supporter, parent/guardian, or any other participant at any time.
- 3.11 Publish or cause to be published criticism of the way any other club/organisation/committee handled or resolved any dispute or disciplinary matter resulting from a breach of the Code of Conduct or The Rules of Squash.
- 3.12 Behave or act in any way that infringes the rules of the sport or that seeks to gain an unfair advantage.
- 3.13 Aggressively challenge a referees/officials decision or integrity.
- 3.14 Enter, before, during or after the sporting environment in which the sport is being conducted, unless authorised to do so.
- 3.15 Berate your own child or any other child for their standard of play.
- 3.16 Embarrass a child or use sarcastic remarks towards a player, official, volunteer, or other individuals involved in your sport.
- 3.17 Undertake any other unsporting behaviour.
- 3.18 Undertake any betting activity on the outcome of any squash match in which they have an involvement.

4. Reporting and Sanctions

Players, Coaches, Supporters, Parents/Guardians, Officials Volunteers and Clubs should report breaches of the Code of Conduct to the appropriate person or committee within the club or under Policy 11 Grievance, Complaints & Disciplinary Policy.

Any breaches of the above-mentioned points within the Code of Conduct will be investigated by the relevant club/organisation/committee and/or by Squash Ireland and disciplinary proceedings in respect of a breach shall be conducted in accordance with the club/organisation/committee and/or Policy 11 Grievance, Complaints & Disciplinary Policy.

Potential sanctions include, but are not limited to, those listed below and can be added to by the individual Club, the Provincial Association or Squash Ireland:

- 4.1 A caution, a warning as to future conduct, or a reprimand
- 4.2 A monetary fine
- 4.3 The requirement to replay the match / tie at such time and at such venue as is thought fit
- 4.4 The forfeiture of, and/or the granting to another club or clubs, the competition points
- 4.5 The banning of club supporters from an event
- 4.6 The suspension or expulsion, in part or in full, of the club, player or person for such period as may be deemed appropriate
- 4.7 Such other penalty or sanction as may be deemed appropriate

Any breaches of conduct set out in the Code of Conduct will be investigated by the club/committee involved or by Squash Ireland. Disciplinary proceedings by Squash Ireland in respect of any breach shall be conducted in accordance with Policy 11 Grievance, Complaints & Disciplinary Policy.

Conduct giving rise to an alleged breach of the Code of Conduct shall be reviewed accordingly at the time the alleged breach occurred. The applicable disciplinary procedure shall be that in effect at the time the disciplinary action is commenced.

Incidents of alleged criminal behaviour or suspected criminal behaviour should be reported to the relevant authorities.

5. Definitions

- 5.1 **Player:** For the purpose of this Code of Conduct a player who takes part in squash whether in a formal or informal capacity.
- 5.2 **Coaches, Selectors, Assistants:**

A *coach* is a person who assists participants to develop their skills and abilities in a progressive way.

A *selector* is an individual who has responsibility for the selection of participants for teams, squads, competitions and events.

Assistants are those people who provide back-up to any of the roles outlined in this section

and often such assistants are involved on an intermittent basis (e.g. provision of lifts to matches or competitions; checking equipment, etc.).

- 5.3 Supporters: A person(s) who is actively interested in and wishes success for a particular squash player, team, or club.
- 5.4 Parents/Guardians:
A person(s) who is the parent or guardian of a participant involved in squash.
- 5.5 Officials:
An official is a Referee or Marker charged with the responsibility of ensuring that the Rules of Squash are applied and a Tournament Director is one who is responsible for the organisation of the tournament or event.
- 5.6 Clubs:
This includes the structure wherein president, chairperson, secretary, treasurer, administrators, and committee members are appointed to oversee club activities and the development of the club or organisation.
- 5.7 Sporting Environment:
Typically the sporting environment in Squash includes, but is not limited to, the squash courts, spectator areas, changing rooms and warming-up / cooling-down areas and access and exit area.
- 5.8 Harassment:
Harassment refers to any form of unwanted conduct related to any of the nine 'protected grounds' described in Policy 03 Squash Ireland Diversity, Equality and Inclusion: Anti-discrimination and Anti-Harassment Policy. Sexual harassment refers to any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. Such unwanted conduct may consist of acts, requests, spoken words, gestures or the production, display or circulation of written words, pictures or other material.

6. Exclusions

- 6.1 Complaints in relation to team selection for and at competition shall not be dealt with under this Code of Conduct nor considered by the Disciplinary Committee whose function it is to address breaches of the Code of Conduct.
- 6.2 Team selection is governed by the following policies; Policy 18 Senior Selection Rules, Policy 23 Masters Criteria for International Selection and Policy 25, Junior Selection Criteria. These Policies are updated on an annual basis.
- 6.3 Appeals in relation to Team Selection should be made in accordance with the Policy 29 Selection Appeals Policy.
- 6.4 Team selection for a particular tie while in competition is the sole prerogative of the team coach involved and cannot be appealed.