

US SQUASH CODE OF CONDUCT

Membership in US Squash is a privilege. Whether one is serving, participating, coaching, officiating or simply attending an accredited US Squash activity, the integrity of the game is of paramount importance and requires agreement and adherence to the Code of Conduct outlined here. The Code of Conduct applies to US Squash Members, Board and Committee Members, Officers, employees, and all those attending accredited US Squash activity, whether in-person, online or virtually.

As a competitor, being respectful of one's opponent and the officials, courteous on and off the court, and responsible for one's own behavior are the fundamentals of competing in a sportsmanlike manner and upholding the integrity of the sport.

I therefore pledge to be responsible for my words and actions while serving, participating, coaching, officiating or attending any US Squash accredited activity and conform my behavior to the following code of conduct:

1. I will learn and abide by all US Squash Rules, Policies, Procedures and Guidelines, the applicable U.S. Olympic & Paralympic Committee and the current Rules of Squash.
2. I will abide by local, state and federal laws (or country laws) as applicable and the Olympic Movement Code on the Prevention of the Manipulation of Competitions.
3. I will not engage in unsportsmanlike conduct with any coach, parent, player, participant, official, US Squash staff member or any other attendee.
4. I will not engage in any behavior which would endanger the health, safety or well-being of any coach, parent, player, participant, official, US Squash staff member or any other attendee.
5. I will not engage in the use of profanity.
6. I will treat any coach, parent, player, participant, official, US Squash staff member or any other attendee with respect regardless of race, creed, color, national origin, sex, sexual orientation or ability.
7. I will not engage in verbal or physical threats or abuse aimed at any coach, parent, player, participant, official, US Squash staff member or any other attendee.
8. I will not engage in a fight or argue with any coach, parent, player, participant, official, US Squash staff member or any other attendee.
9. I will respect the officials and their authority during a match and will never question, discuss, or confront players or officials before, during or after a match.

I hereby agree that if I fail to conform my conduct to the foregoing while serving, participating, coaching, officiating or attending an accredited US Squash activity I will be subject to disciplinary action, including but not limited to the following in any order or combination outlined below.

Disciplinary Actions: These disciplinary actions will be imposed in a manner commensurate with the offense and in accordance with the below qualifications of the severity of their disruption or threat.

- 37 1. Verbal warning issued by a league, organization, school official, or US Squash.
- 38 2. Written warning issued by a league, organization, school official, or US Squash.
- 39 3. Suspension or immediate ejection from an event and/or suspension for a period of time ranging
40 from days to weeks, issued by a league, organization or school official who is authorized to issue
41 such suspension or ejection by a school board, youth sports organization, or US Squash.
- 42 4. Suspension from multiple events and/or suspension for a period of time ranging from weeks to
43 months, issued by a league, organization or school official who is authorized to issue such
44 suspension by a school board, youth sports organization, or US Squash.
- 45 5. Season suspension, multiple season suspension, or lifetime suspension, issued by a school
46 board, youth sports organization or US Squash.

47 **Minor Infraction:**

48 A Minor Infraction will result in penalties and warnings within the rights of a referee during a match and
49 or equal to the disciplinary action 1 or 2 as written above. A Minor Infraction is defined as a single
50 occurrence or disturbance from which no threat has been brought upon any coach, parent, player,
51 participant, official, US Squash staff member or any other attendee though is a violation of the "Player
52 Code of Conduct".

53 **Examples of Minor Infractions include but are not limited to:**

- 54 • A single instance of disrespectful language or actions directed at any coach, parent, player,
55 participant, official, US Squash staff member or any other attendee.
- 56 • A single occurrence of excessive tardiness or absenteeism at which one's presence is obligatory.
- 57 • A single occurrence of non-compliance with the Policies and Guidelines set forth by US Squash.

58 **Major Infraction:**

59 A Major Infraction will result in disciplinary actions involving suspension from a single event, multiple
60 events, a season or multiple seasons. A Major Infraction is defined as repeated Minor Infractions or a
61 single occurrence or disturbance of an event in which a threat has been brought upon any coach, parent,
62 player, participant, official, US Squash staff member or any other attendee. These threats or actions if
63 deemed sufficiently damaging to the event or sport gives US Squash or the event organizers the right to
64 immediate action in accordance with any and all disciplinary actions as outlined in the "Player Code of
65 Conduct".

66 **Examples of Major Infractions Include but are not limited to:**

- 67 • Multiple reported instances of disrespectful language or actions directed at any coach, parent,
68 player, participant, official, US Squash staff member or any other attendee.
- 69 • A threat or act of violence or assault, sexual or otherwise, against any coach, parent, player,
70 participant, official, US Squash staff member or any other attendee.

71 **Athlete Ombudsman:**

72 The USOPC Athlete Ombudsman provides cost-free, independent and confidential advice regarding
73 athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-

74 athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also
75 help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the
76 Athlete Ombudsman at: (719) 866-5000, ombudsman@usathlete.org and www.usathlete.org.
77 Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in
78 the Olympic and Paralympic Movement may also submit a report using the USOPC Integrity Portal. The
79 Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously.
80 Reports may be made online or by telephone.

- 81 • Website: usopc.ethicspoint.com
- 82 • Hotline: 877-404-9935

83 **Process:**

84 This policy and process is overseen by the Chief Program Officer and may be contacted by
85 emailing reportagrievance@ussquash.com

86 **US Squash's Anti-Retaliation Policy (<https://ussquash.org/policies/>) prohibits retaliation against**
87 **anyone who reports misconduct or provides information about misconduct.**

88 US Squash is committed to principles of fairness, due process and equal opportunity. All those involved
89 in accredited US Squash activity are entitled to be treated fairly and in compliance with US Squash's By-
90 laws, policies, and procedures, including, per the US Squash Grievance, Disciplinary, Suspension,
91 Member Misconduct and Appeals Procedures, being entitled to notice and an opportunity for a hearing
92 before being prevented from participating in protected competition as that term is defined by the
93 USOPC By-laws.

94 The process for reporting starts with completing an **Incident Report Form** found
95 at <https://ussquash.org/policies/code/> Once this report is filed with US Squash, the Disciplinary
96 Subcommittee (DSC) of the Judicial Committee made up of US Squash staff members, the Chair of the
97 Judiciary Committee and the Chair of the Sportsmanship & Character Committee, with oversight
98 provided by the Judicial Committee, will follow up with the involved parties as necessary and take action
99 as determined appropriate by the DSC and in accordance with the disciplinary actions listed in the Code
100 of Conduct.

101 In certain circumstances, the applicable portions of the US Squash Grievance, Disciplinary, Suspension,
102 Member Misconduct and Appeals Procedures overseen by the Judicial Committee may be utilized when
103 the CEO so determines based on the specific circumstances and severity of the infraction. In all cases,
104 the resolution will be executed by disinterested parties. In all instances the affected parties may appeal
105 determinations to the Judicial Committee per its processes.

106 Nothing in this Code of Conduct shall be deemed to restrict the individual freedom of a US Squash
107 member in matters not involving activities in which one could not be perceived as representing US
108 Squash. In choices of appearance, lifestyle, behavior, and speech while not representing US Squash,
109 competitors shall have complete freedom, provided their statements and actions do not adversely affect
110 the name and reputation of the US Squash. However, in those events where one is representing or could
111 be perceived as representing US Squash, US Squash demands that its members understand and agree to
112 behave in a manner consistent with this Code of Conduct and the core values of US Squash.

113 If a member observes a violation of the US Squash Code of Conduct during accredited play, he or she is
114 encouraged to report it to or league or tournament director, or a US Squash staff member if available on
115 site. League or tournament directors will collect additional information as necessary and submit a Code
116 of Conduct violation form to US Squash.

117 When a report is filed with US Squash, staff members will follow up with the involved parties as
118 necessary and take action in accordance with the disciplinary actions listed in the Code of Conduct. In
119 certain circumstances, the applicable portions of the US Squash Grievance, Disciplinary, Suspension,
120 Member Misconduct and Appeals Procedures overseen by the Judiciary Committee may be utilized.