

# Codes of Behaviour

Our society expects high standards of behaviour from all people involved in sport and it is vital the integrity of sport is maintained. Squash Australia has in place a codes of behaviour, which the Committee endorses and supports.

Regardless of the nature of involvement in sport, *The Essence of Australian Sport* outlines four guiding principles for appropriate behaviour: Fairness, Respect, Responsibility and Safety. In applying *The Essence of Australian Sport* and enforcing the codes of behaviour below, organisations are endeavouring to provide safe and appropriate environments and quality services to their members, stakeholders and customers.

This Universal Sport Code of Behaviour should be a minimum standard for anyone involved in sport.

## Universal Sport Code of Behaviour

### Fairness

- a. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- b. Encourage opportunities for participants to learn appropriate behaviours and skills.
- c. Encourage participation in all aspects of the sport.

### Respect

- a. Treat each person as an individual.
- b. Display control, tolerance and courtesy to all involved with the sport.
- c. Value the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

### Responsibility

- a. Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
- b. Adopt appropriate behaviour in relation to the use of alcohol and recreational and performance enhancing drugs.
- c. Act with integrity and accept responsibility for your actions.

### Safety

- a. Ensure your actions contribute to a safe environment.
- b. Ensure your actions contribute to a harassment free environment.
- c. Do not tolerate violence or abusive behaviours.



## General Code of Behaviour

As a member of Squash Australia, a member association or an affiliated club or a person required to comply with Squash Australia's Member Protection Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Squash Australia, a member association or an affiliated club and in any role you hold within Squash Australia, a member association or an affiliated club:

- a. Respect the rights, dignity and worth of others.
- b. Be fair, considerate and honest in all dealing with others.
- c. Be professional in, and accept responsibility for, your actions.
- d. Make a commitment to providing quality service.
- e. Be aware of, and maintain an uncompromising adherence to, Squash Australia's standards, rules, regulations and policies.
- f. Operate within the rules of the sport including national and international guidelines which govern Squash Australia, the member associations and the affiliated clubs.
- g. Do not use your involvement with Squash Australia, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Squash Australia, a member association or an affiliated club.
- h. Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, as your words and actions are an example.
- i. Avoid unaccompanied and unobserved activities with persons less than 18 years of age, wherever possible.
- j. Refrain from any form of harassment of others.
- k. Refrain from any behaviour that may bring Squash Australia, a member association or an affiliated club into disrepute.
- l. Provide a safe environment for the conduct of the activity.
- m. Show concern and caution towards others who may be sick or injured.
- n. Be a positive role model.
- o. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.
- p. Do not enter into any wager in connection with any squash event within your control or influence.

## Administrator Code of Behaviour

In addition to Squash Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Squash Australia, a member association or an affiliated club and in your role as an administrator of Squash Australia, a member association or an affiliated club:

- a. Be fair, considerate and honest in all dealings with others. Act honestly, in good faith and in the best interests of the sport as a whole.
- b. Be professional in and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- c. Resolve conflicts fairly and promptly through established procedures.
- d. Maintain strict impartiality.
- e. Be aware of your legal responsibilities.
- f. Ensure that any information acquired, or advantage gained from the position is not used improperly.
- g. Conduct responsibilities with due care, competence and diligence.
- h. Do not allow prejudice, conflict of interest or bias to affect your objectivity.
- i. Do not enter into any wager in connection with any squash event within your control or influence.



## Coach Code of Behaviour

In addition to Squash Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Squash Australia, a member association or an affiliated club and in your role as a coach appointed by Squash Australia, a member association or an affiliated club:

- a. Do not tolerate acts of aggression.
- b. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback. Help each player reach their potential - respect the talent, developmental stage and goals of each player and compliment and encourage with positive and supportive feedback.
- c. Recognise players' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists).
- d. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions. Ensure your actions contribute to a harassment free environment.
- e. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
- f. Involve the players in decisions that affect them.
- g. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- h. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players. Ensure your actions contribute to a safe environment.
- i. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
- j. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result. Refrain from any form of sexual harassment towards players. Any physical contact with a person should be appropriate to the situation and necessary for the player's skill development.
- k. Avoid situations with your players that could be construed as compromising. Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
- l. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances. Adopt appropriate behaviour in relation to the use of alcohol and recreational and performance enhancing drugs.
- m. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
- n. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules. Respect officials' decisions.
- o. Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- p. Be honest and ensure that qualifications are not misrepresented.
- q. Treat all players with respect at all times. Be fair, considerate, honest and consistent with them. Treat each person as an individual.
- r. Refrain from conduct, which could be regarded as harassment towards your players and other coaches, officials and parents. Display control, tolerance and courtesy to all involved with the sport.
- s. Encourage opportunities for participants to learn appropriate behaviours and skills.
- t. Encourage participation in all aspects of the sport.
- u. Act with integrity and accept responsibility for your actions.
- v. Do not enter into any wager in connection with any squash event within your control or influence.



## Official Code of Behaviour

In addition to Squash Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Squash Australia, a member association or an affiliated club and in your role as an official appointed by Squash Australia, a member association or an affiliated club:

- a. Operate within the rules and spirit of Squash, promoting fair play over winning at any cost.
- b. Encourage and support opportunities for people to learn appropriate behaviours and skills.
- c. Support opportunities for participation in all aspects of the sport.
- d. Treat each person as an individual.
- e. Display control and courtesy to all involved with the sport.
- f. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- g. Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- h. Adopt appropriate and responsible behaviour in all interactions.
- i. Adopt responsible behaviour in relation to alcohol and other drugs. This will include not drinking alcohol within 8 hours before any match you are to officiate.
- j. Act with integrity and objectivity and accept responsibility for your decisions and actions.
- k. Ensure your decisions and actions contribute to a safe environment.
- l. Ensure your decisions and actions contribute to a harassment free environment.
- m. Do not tolerate harmful or abusive behaviours.
- n. Place the safety and welfare of the players above all else.
- o. Be consistent and impartial when making decisions.
- p. Encourage and promote rule changes that will make participation more enjoyable.
- q. Address unsporting behaviour and promote respect for all people.
- r. Be a positive role model in personal appearance. When officially attending matches, referees should wear either a state or national referee's shirt or a sponsor's shirt if one is provided.
- s. Arrive at least 30 minutes prior to a session and be prompt for all assigned matches.
- t. Must not officiate in any match in which you have a relationship with one of the players which might be considered a conflict of interest so as to cast doubt on your impartiality.
- u. Must not criticise or attempt to explain calls or decisions by other referees to anyone other than to those referees directly, or to the Tournament Referee. Where referees are appointed to conduct assessments on other referees, these should be done discreetly and must be authorised by the Tournament Referee.
- v. Should seek continual self-improvement through study, performance appraisal and regular updating of competencies.
- w. Do not enter into any wager in connection with any squash event within your control or influence.

## Player Code of Behaviour

In addition to Squash Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Squash Australia, a member association or an affiliated club and in your role as a player/participant in any activity held by or under the auspices of Squash Australia, a member association or an affiliated club:

- a. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators. Act with integrity and accept responsibility for your actions.
- b. Do not tolerate acts of aggression or abusive behaviours.
- c. Respect the talent, potential and development of fellow players and competitors. Value the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- d. Care for and respect the equipment provided to you as part of your program.
- e. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- f. At all times avoid intimate relationships with your coach.
- g. Conduct yourself in a professional manner relating to language, temper and punctuality. Display control, tolerance and courtesy to all involved with the sport.
- h. Maintain high personal behaviour standards at all times.
- i. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- j. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team. Give your best at all times.
- k. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level. Respect the decisions of officials, coaches and administrators.
- l. Refrain from conduct, which could be regarded as harassment towards fellow players, coaches and referees. Participate for your own enjoyment and benefit.
- m. Encourage opportunities for participants to learn appropriate behaviours and skills.
- n. Encourage participation in all aspects of the sport.
- o. Treat each person as an individual.
- p. Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
- q. Adopt appropriate behaviour in relation to the use of alcohol and recreational and performance enhancing drugs.
- r. Ensure your actions contribute to a safe environment.
- s. Ensure your actions contribute to a harassment free environment.
- t. Do not enter into any wager in connection with any squash event in which you are participating.

## Parent/Guardian Code of Behaviour

As a parent/guardian of a player/participant in any activity held by or under the auspices of Squash Australia, a member association or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

- a. Respect the rights, dignity and worth of others.
- b. Remember that your child participates in sport for their own enjoyment, not yours.
- c. Focus on your child's efforts and performance rather than winning or losing.
- d. Never ridicule or yell at your child and other children for making a mistake or losing a competition. Encourage children to participate and have fun. Focus on the child's effort and performance rather than winning or losing.
- e. Show appreciation for good performance and skilful plays by all players (including opposing players).
- f. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons less than 18 years of age, as your words and actions are an example.
- g. Respect officials' decisions and teach children to do likewise.
- h. Do not physically or verbally abuse or harass anyone associated with the sport (player, coach, umpire and so on).
- i. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- j. Be a positive role model.
- k. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

## Spectator Code of Behaviour

As a spectator in any activity held by or under the auspices of Squash Australia, a member association or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

- a. Respect the decisions of officials and teach young people to do the same.
- b. Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
- c. Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players.
- d. Show respect for your team's opponents. Without them there would be no game.
- e. Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass players, coaches, officials or other spectators).
- f. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- g. Applaud good performance and efforts from all players and teams. Congratulate all players on their performances regardless of the game's outcome. Respect the performances and efforts of all individuals and teams.
- h. Encourage players to follow the rules and accept the official's decisions.

