

CODE OF CONDUCT



The purpose of this Code of Conduct is to encourage fair and respectful treatment of all persons that come under the umbrella of Squash Bay of Plenty.

All persons, by affiliating to Squash BOP or by entering into a Squash BOP affiliated facility, will agree to abide by the Squash BOP Code of Conduct and acknowledge that any breach of the Code of Conduct, or any part of it, may result in disciplinary action as outlined below.

Code of Conduct

Players

- Play within the rules. Play to win but play fair.
- Respect your opponents.
- Respect the decisions of officials. They are the sole adjudicator of the match.
- Ensure language, presentation, manner, and punctuality reflect high standards.
- Be considerate in, and accept responsibility for, your actions.
- Thank the officials at the conclusion of play.
- Shake your opponent's hand at the conclusion of play.
- Abide by all event protocols. E.g. Arrive at least 15 mins prior to your scheduled match time, mark or referee the match after yours, etc.
- Understand the possible consequences of breaching the Squash BOP Code of Conduct.

Supporters/Parents

- Respect the decisions of officials and teach children to do likewise.
- Do not openly criticize players/coaches/managers/officials in front of other people, either on court or off court.
- Never ridicule or yell at a player/child for making a mistake or losing a competition. Children learn best by example.
- Show appreciation for coaches, officials and administrators.
- Support all efforts to remove verbal and physical abuse from squash.

Referees/Markers

- Enforce the rules fairly and with empathy.
- Encourage Squash BOP members and spectators (as appropriate) to abide by the code of conduct.

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 Code of Conduct breach.

1. Verbal warning issued by Squash BOP or Squash NZ.
2. Written warning issued by Squash BOP or Squash NZ.
3. Suspension or immediate ejection from an event and/or suspension for a period of time ranging from days to weeks, issued by Squash BOP or Squash NZ.
4. Suspension from multiple events and/or suspension for a period of time ranging from weeks to months, issued by Squash BOP or Squash NZ.
5. Season suspension, multiple season suspension, or lifetime suspension, issued by Squash BOP or Squash NZ.

Types of Code of Conduct Breaches

Minor Breach

A Minor Breach is an offence that will result in conduct warnings and penalties within the rights of a referee during a match (whether they are acted upon by the referee or not) and/or equal to the disciplinary action 1 or 2 as written above. A Minor Infraction is defined as a single occurrence or disturbance from which no threat has

been brought upon any coach, parent, player, participant, official, Squash BOP staff member or representative, or any other attendee though is a violation of the Code of Conduct. Examples of Minor Infractions include but are not limited to:

- A single instance of disrespectful language or actions directed at any coach, parent, player, participant, official, Squash BOP staff member or any other attendee.
- A single occurrence of excessive tardiness or absenteeism at which one's presence is obligatory.
- A single occurrence of non-compliance with the Code of Conduct set forth by Squash BOP.

Major Breach

A Major Breach will result in disciplinary actions involving suspension from a single event, multiple events, a season or multiple seasons. A Major Infraction is defined as repeated Minor Infractions or a single occurrence or disturbance of an event in which a threat has been brought upon any coach, parent, player, participant, official, Squash BOP staff member or representative, or any other attendee. These threats or actions if deemed sufficiently damaging to the event or sport gives Squash BOP or the event organisers the right to immediate action in accordance with any and all disciplinary actions as outlined in the "Code of Conduct". Examples of Major Infractions include but are not limited to:

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

Reporting Alleged Code of Conduct Breaches

Formal complaints about a breach can be made directly to the club concerned, Squash BOP, or Squash NZ.

Club Complaints

Where all parties to the complaint are members of the same club, the club may consider the complaint and either deal with it under its own processes or, depending on the seriousness of the complaint, escalate the complaint to Squash BOP. Squash BOP is happy to provide guidance with club complaints.

Where the complaint is made against a person/s associated with another club, the host club will refer the complaint to the club of the accused party and advise Squash BOP. If this is the first complaint against the accused party, their associated club would act on the complaint and advise Squash BOP and the complainant club of the result including any action taken. If the complainant is not satisfied with the result, they can appeal to Squash BOP or Squash New Zealand.

If it is the second complaint against a party, then the club to which they associated will refer the complaint to Squash BOP to investigate. If the complaint is not referred to Squash BOP, but Squash BOP is aware this is not the first complaint through the reporting process, then Squash BOP reserves the right to investigate the complaint through its processes.

District Complaints

Following an alleged Code of Conduct breach, the initiator must provide a written statement within two weeks of the alleged incident. The report must contain the name of the accused and an independent witness. Following receipt of a statement, the following procedure will be followed:

Squash BOP will review the matter, contact any related parties and make a decision to:

- a. Take no further disciplinary action. Parties will be advised in writing of the reasons for this decision.
- b. Provide a written warning to the accused, copying the initiator.
- c. Move forward with a formal Code of Conduct review in relation to the matter.

The following format will be followed. A Squash BOP representative (as delegated by the Board) will;

- Interview the initiator of the report
- Interview the accused person
- Interview any witnesses to the event
- Take written statements from any person as required

The Squash BOP representative will have the delegated authority to make a decision on behalf of the Board. Should the accused or initiator of the report appeal the decision within seven days, a representative panel of three people, nominated annually by the Squash BOP Board, will consider all reports and evidence before them and deliver a judgment within a month of receiving the appeal as per the Squash BOP Appeals Process.

If you feel that someone has breached this **CODE of CONDUCT**, please contact;
Regional Manager, Squash BOP, PO Box 13355, Tauranga 3141
Email: admin@squashbop.co.nz

Publication and confidentiality

Squash BOP will not publish through its own communication channels or through the news media the names of the initiators, witnesses, or people accused of Code of Conduct breaches.

In the event of a suspension, Squash BOP will discreetly advise relevant clubs, Squash New Zealand, and districts, to enable the suspension to be enforced.

In the public interest Squash BOP may publish anonymised reports of complaints and the decision reached.