

Code of Conduct for York Sport Squash League

What is the Code of Conduct?

This Code of Conduct sets out the expected behaviour of all members of YSSL, when participating in any fixture, activity or event, in-person or online. This includes, but is not limited to, sports fixtures, social events, travelling to and from an activity, online communication (such WhatsApp, emails, sms, etc.) under the name of York Sport Squash League.

Members are accountable for their own actions and are directly responsible for their own understanding of this Code of Conduct and the repercussions of any breaches.

What are the aims of this Code of Conduct?

- To protect members.
- To protect others potentially affected by members' actions.
- Ensure the highest possible standards of fairness, honesty, competition and behaviour.
- Reduce the risk of harm, injury, harassment and nuisance to members, administrators and the wider squash community.
- Create an inclusive environment.
- Uphold the high standards and reputation of YSSL.
- Detail the actions that can be taken should the Code of Conduct be breached.

To whom does this Code apply?

1. All members of YSSL, administrators, members of York Sport Centre.
2. Spectators/supporters brought along by members to fixtures or events/activities.

Terms of the Code of Conduct

All members of YSSL agree to abide by the terms outlined below:

All members must adhere to the general rules, regulations and policies of YSSL

Members must:

1. Uphold the values of YSSL: Integrity, Collaboration, passion, Respect
2. Treat the volunteers, administrators and players of YSSL with respect.
3. Treat the facilities and staff at the York Sport Centre and of other venues while representing York Sport Squash League with respect and abide by any rules of the centre's operation that may apply.
4. Conduct themselves in a reasonable manner relating to language and behaviour, including when commenting on any YSSL communication channels including, but not restricted to; WhatsApp, email, sms.

5. Act responsibly at all times when participating in activities.
6. Respect the rights, dignity and values of others.
7. Not subject others to any form of harassment or bullying or to any form of aggressive, threatening and/or violent behaviour (whether verbal, physical or both)
8. Avoid actions which could bring YSSL or its sponsors, partners or funders into disrepute.
9. Compete in a manner of fair play with respect for opponents regardless of the nature of the competition.
10. Not falsify game and/or match scores
11. Report any action that may cause or have caused damage to themselves or others.
12. Respect the property of York Sport Centre and the property of other members.
13. Not pressure or coerce any other member into any action with which the other member feels uncomfortable.
14. Not encourage or pressure others into acting against this Code of Conduct.
15. Be aware of how their actions may be perceived by others.
16. Operate within the rules of England Squash, the rules of the leagues and tournaments they participate in and within the general rules of squash.
17. Not be unduly intoxicated at any event or activity where such behaviour could be deemed unacceptable.
18. During social events, especially those involving the consumption of alcohol, members should be aware of their behaviour and the impact on others.
19. Members must abide by the law at all times.

What happens if this Code of Conduct is breached?

If YSSL receives information that indicates an activity of a member may be in breach of this Code of Conduct, the following steps will be taken:

1. The sanction process is initiated once an action is reported to the Sport Administrator. Reports can be made anonymously and strict confidentiality will be ensured.
2. An appropriate member of the Sport Activities team will contact the Member in question to obtain further information and to check if any action has or will be taken by them.
3. The alleged breach will be investigated and, if satisfied that a breach may have occurred, it will be referred to the Business Manager for consideration. Those responsible for reviewing and ruling on the complaint may include the Business Manager, Operations Manager and Administrator.
4. A ruling will be made on the breach and issue sanctions befitting the severity of the breach.

5. Failure to participate in the sanction process will result in expulsion from YSSL.
6. It is important to note that York Sport takes a zero-tolerance approach to:
 - a. Aggressive, threatening and/or violent behaviour (whether verbal, physical or both);
 - b. Harassment and/or bullying; and/or
 - c. Falsification of game and/or match scores on league matches

What are the sanctions for breaching the Code?

Any breach of this Code of Conduct may result in disciplinary action, which can lead to one or more sanctions, which may include a match ban.

More serious breaches can lead to disciplinary action which may:

1. Result in disciplinary sanctions which affect individuals' affiliation and participation in the Squash League.

If the incident occurred at the end of a squash season the sanction(s) may be levied for the following season if the Member remains with YSSL.

Set out below is a matrix that details the decision-making process and likely sanctions.

Code of Conduct Matrix

The following is a guide to what might be expected and possible sanctions, which may vary on a case-by-case basis.

Appeals

If you are unhappy with the outcome of the ruling and/or the sanctions applied, you may appeal within 10 days of receiving the decision.

- Your appeal will be considered on the basis of the information you submit to the Squash League administrators / Business Manager
- New evidence will not be considered.

Your appeal will usually be considered within 28 days following submission of your appeal request.