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MATCH-FIXING POLICY

(Regulation 6 – Match-fixing Policy)



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SQUASH AUSTRALIA POLICY

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THIS POLICY IS APPLICABLE FOR PERSONNEL INVOLVED IN SQUASH EVENTS THAT MAY HAVE WAGERING ACTIVITIES PROVIDED BY LEGITIMATE GAMING AGENCIES

1. INTRODUCTION

To ensure the independence and integrity of Squash Events, the Squash Australia (SA) Board has agreed upon this Policy and the framework in relation to gambling and match fixing. Match fixing, for the purposes of this Policy, includes without limitation, irregularly influencing the course or result of an Event in order to obtain advantage for oneself or for others and to remove all or part of the uncertainty normally associated with sport.

The SA National Policy on Match-fixing (Policy) and framework covers all Squash Events that are conducted by SA, its Members States and Clubs (Squash Entities) includes special events, conducted by third parties sanctioned by a Squash entity and any event, competition or series connected with Squash.

Gambling and or Match Fixing by any person on Squash Events in which they are participating as a competitor, official, manager or organiser is strictly prohibited. Any person proven to have gambled on a Squash event whilst a competitor, coach, official, manager, competitor agents or organiser of that competition will be subject to appropriate disciplinary action in accordance with the SA Constitution and Regulations.

a. SA recognises that betting is a legitimate pursuit, however illegal or fraudulent betting is not. Fraudulent betting on sport and the associated Match-fixing is an emerging and critical issue globally, for sport, and governments alike. SA and its Squash Entities have a zero tolerance for illegal gambling and Match-fixing.

b. SA and its Squash Entities have a major obligation to address the threat of Match-fixing and the corruption that flows from that.

c. The purpose of this Policy is to:

   i. protect and maintain the integrity of Squash;

   ii. protect against any efforts to improperly impact the result of any Squash event;

   iii. establish a uniform rule and consistent scheme of enforcement and penalties; and

   iv. adhere to the National Policy on Match-fixing in Sport as agreed by Australian Governments.

d. The conduct prohibited under this Policy may also be a criminal offence and/or a breach of other applicable laws or regulations. This Policy is intended to supplement such laws and regulations. It is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations. Relevant Persons must comply with all applicable laws and regulations at all times.

2. APPLICATION

2.1 Application of Policy

a. This Policy is made by the SA Board and is binding on all Relevant Persons. It may be amended from time to time by the Board.

b. The SA Board may, in its sole discretion, delegate any or all of its powers under this Policy, including but not limited to the power to adopt, apply, monitor and enforce this Policy.

c. By virtue of their ongoing membership, employment or other contractual relationship with SA, Relevant Persons are automatically bound by this Policy and required to comply with all of its provisions.

2.2 Relevant Persons

a. This Policy applies to any Relevant Person as defined from time to time by the SA Board.

b. 'Relevant persons' shall be those positions/roles listed below that pertain to Squash events where there is wagering offered through a legitimate betting agency.

c. For clarity this includes, but is not limited to:

i. Competitors;

ii. Coaches;

iii. Officials;

iv. Managers;

v. Competitor Agents;

vi. Competition Organisers;

vii. Squash Staff and Personnel;

viii. persons who hold governance positions with SA or Squash Entities;

ix. Selectors, and

x. Team and Squad Support Staff.

2.3 Education

a. All Relevant Persons must complete appropriate education and training programs as directed by SA from time to time.

All Relevant Persons as at the commencement of this Policy must undertake any identified SA education program. As a minimum, all Relevant Persons identified in this Policy should undertake the online education program available at http://elearning.sport.gov.au/

b. All persons who become Relevant Persons after the commencement of this Policy must undertake any identified SA education program as part of their induction:

i. prior to competing in any Squash Event; or

ii. within two months of commencing employment (whether paid or voluntary).

2.4 Code of conduct

In addition to this Policy, all Relevant Persons are bound by the SA Anti-match fixing Code of Conduct (**Code of Conduct**), as amended from time to time and as set out at Annexure A. The Code of Conduct is underpinned by the following principles:

a. Be smart: know the rules;

b. Be safe: never bet on Squash;

c. Be careful: never share sensitive information;

d. Be clean: never fix a Squash Event; and

e. Be open: tell someone if you are approached.

3. PROHIBITED CONDUCT

a. A Relevant Person to whom this Policy applies must not directly or indirectly, alone or in conjunction with another or others breach this Policy or the Code of Conduct by:

i. betting, gambling or entering into any other form of financial speculation on any Squash Event connected with Squash; or

ii. participating (whether by act or omission) in Match-fixing by:

(A) deliberately underperforming or 'tanking' as part of an arrangement relating to betting on the outcome of any contingency within a Squash Event;

(B) deliberately fixing, or exerting any undue influence on, any occurrence within any Event as part of an arrangement relating to betting on the outcome of any contingency within a Squash Event;

(C) inducing or encouraging any Relevant Person to deliberately underperform as part of an arrangement relating to betting on the outcome of any Squash Event;

(D) providing Inside Information that is considered to be information not publicly known such as Team or its members configuration (including, without limitation, the Team's actual or likely composition, the form of individual athlete or tactics) other than in connection with bona fide media interviews and commitment;

(E) ensuring that a particular incident, that is the subject of a bet, occurs;

(F) providing or receiving any gift, payment or benefit that might reasonably be expected to bring the Relevant Person or SA or Squash into disrepute;

(G) engaging in conduct that relates directly or indirectly to any of the conduct described above and set out in clauses 3(a)(ii)(A)-(F) above and is prejudicial to the interests of SA, Squash or which bring a Relevant Person or SA, Squash or Squash into disrepute.

b. Any attempt or any agreement to act in a manner that would culminate in Prohibited Conduct shall be treated as if the relevant Prohibited Conduct had occurred, whether or not the Prohibited Conduct actually occurred as a result of the attempt or agreement to act.

c. If a Relevant Person is a party to knowingly assisting or attempting to assist the 'covering up' of Prohibited Conduct, that Relevant Person will be treated as having engaged in the Prohibited Conduct personally.

d. Nothing in this clause 3 prevents the SA/Squash Entity Board from enforcing any other Rules and Regulations or referring any Prohibited Conduct to a relevant law enforcement agency.

Relevant Persons are expected to be aware of the criminal offences relating to Match-fixing, which may carry up to a maximum sentence of 10 years imprisonment. For the relevant criminal legislation in each state and territory, visit http://elearning.sport.gov.au/

4. REPORTING PROCESS

a. A Relevant Person to whom this policy applies must promptly notify the relevant Chief Executive Officer (SA/Squash Entity) if he or she:

i. is interviewed as a suspect, charged, or arrested by police in respect of conduct that would amount to an allegation of Prohibited Conduct under this Policy;

ii. is approached by another person to engage in conduct that is Prohibited Conduct;

iii. knows or reasonably suspects that another person has engaged in conduct, or been approached to engage in conduct that is Prohibited Conduct; and/or

iv. has received or is aware or reasonably suspects that another person has received, actual or implied threats of any nature in relation to past or proposed conduct that is Prohibited Conduct.

b. If a Relevant Person wishes to report the Chief Executive Officer (SA/Squash Entity) for involvement in conduct that is Prohibited Conduct under this Policy then the Relevant Person to which this clause 4 applies may report the conduct to the Chair of SA/Squash Entity.

c. Notification by a Relevant Person under this clause 4 can be made verbally or in writing in the discretion of the Relevant Person and may be made confidentially if there is a genuine concern of reprisal. However, the Chief Executive Officer (or the CEO's nominee) must record the fact of the reporting of Prohibited Conduct and particulars of the alleged Prohibited Conduct in writing within 48 hours of the report from the Relevant Person for presentation to the Board.

d. Any report by a Relevant Person under this clause 4 will be dealt with confidentially by SA/Squash Entity unless disclosure is otherwise required or permitted under this Policy, by law, or if the allegation of the Prohibited Conduct is already in the public domain.

e. A Relevant Person has a continuing obligation to report any new knowledge or suspicion regarding any conduct that may amount to Prohibited Conduct under this Policy, even if the Relevant Person's prior knowledge or suspicion has already been reported.

5. INVESTIGATIONS

SA aims to provide an easy to use, confidential and trustworthy procedure for investigations. Any person may report a grievance and or a breach (complainant) about a person/s or organisation bound by this policy. The incident should be reported to the appointed official of the relevant Squash Entity in accordance with this policy and follow the SA Grievance Procedure which can be found on the SA website www.squash.org

KEY Principles

Confidential – only the people directly involved in or dealing with the grievance, can have access to the information.

Impartial (fair) – each person get a chance to tell their side of the story. No-one makes any assumptions or takes any action until all relevant information has been collected and considered. For the avoidance of doubt, legal representation shall not be allowed.

Free of unfair repercussions or victimisation – management and officers takes all necessary steps to make sure people involved in a grievance are not victimised for coming forward with a grievance or helping sort it out. If anyone victimises anyone else for making a grievance, they may be disciplined. However, if you use this grievance procedure to make up a grievance against someone that is not true, you too can be disciplined.

5.1 Allegations of Prohibited Conduct

a. If the Chief Executive Officer (SA/Squash Entity) receives a report or information that a Relevant Person has allegedly breached this Policy including by engaging in actual or suspected Prohibited Conduct, he/she must, as soon as reasonably practicable refer that report or information and any documentary or other evidence that is available to them in relation to the alleged Prohibited Conduct by the Alleged Offender to the Hearing Panel.

b. If the Chief Executive Officer (SA/Squash Entity) has referred to the Hearing Panel a report or information that an Alleged Offender has allegedly breached this Policy including by engaging in actual or suspected Prohibited Conduct, the Board may, in its discretion and pending determination by the Hearing Panel suspend the Alleged Offender from any Squash Event or activities sanctioned by SA or the Squash Entity.

c. Nothing in this clause 5 prevents the Chief Executive Officer (SA/Squash Entity) from enforcing any other Rules and Regulations or referring any Prohibited Conduct to a relevant law enforcement agency.

5.2 Confidentiality and reporting

a. To maintain the confidentiality of the process, no parties will publically announce, comment on or confirm any of its investigative or subsequent hearings or appeals activities. Notwithstanding this provision, however, a general description of a process that may be instigated under this policy is permissible.

b. SA/Squash Entity must not disclose any specific facts of an allegation of Prohibited Conduct or breach of this Policy.

c. The identity of a Relevant Person against whom a finding of Prohibited Conduct is made may only be publicly disclosed after the Hearing Panel has notified the Relevant Person, SA and any other interested party of its decision. Such disclosure will be by way of an official release by SA/Squash Entity.

d. Where any public announcement may be considered detrimental to the wellbeing of a Relevant Person, the Chief Executive Officer (SA/Squash Entity) will determine the most appropriate course of action in its sole discretion based on the circumstances of the Relevant Person.

e. All parties must maintain all information received in the course of any report, notice, hearing or appeal (other than a notice of decision by the Hearing Panel or an appeal tribunal) in relation to an allegation of conduct that is Prohibited Conduct as strictly confidential.

f. Clauses 5.2(a)-(e) do not apply if the disclosure is required by law or SA determines to refer information to a law enforcement agency.

5.3 Criminal offences

Offences that occur overseas will be subject to the law of the country the competition is occurring in. However sanctions under the rules of this Policy will still apply

a. Any alleged Prohibited Conduct by an Alleged Offender which is considered by the Chief Executive Officer (SA/Squash Entity) as a prima facie unlawful offence will be reported to the police force in the jurisdiction the offence is alleged to have occurred and/or the Australian Federal Police.

5.4 Privilege

a. Notwithstanding anything else in this Policy, a Relevant Person who is interviewed under suspicion, charged or arrested by a law enforcement agency in respect of a criminal offence that is, or may be considered to be conduct that is Prohibited Conduct under this Policy shall not be required to produce any information, give any evidence or make any statement to the Board if they establish that to do so would breach any privilege against self-incrimination, or legal professional privilege.

b. Clause 5.4a. does not limit the Board from enforcing any other Rules and Regulations.

The effect of this clause is that while a Relevant Person subject to a criminal investigation does not need to cooperate with an investigation by SA/Squash Entity, SA/Squash Entity is still entitled to complete its investigation and administer any sanction it is entitled to under this Policy.

6. DISCIPLINARY PROCESS

a. Where the SA/Squash Entity Board is advised or considers that a Member has allegedly breached, failed, refused or neglected to comply with this Policy, the CEO and or the Board may commence or cause to be commenced, disciplinary proceedings against that Member, and that Member, will be subject to, and submits unreservedly to the jurisdiction, disciplinary procedures and the appeal mechanisms of SA as set out in the SA Constitution and section 5 of the SA Regulations.

b. The Board may appoint a Judiciary Committee, which need not be comprised of Members, to deal with any disciplinary matters referred to it. The Judiciary Committee shall operate in accordance with Section 5 of the SA Regulations.

7. SANCTIONS

7.1 Penalties

a. Penalties that may be imposed for a breach of this Policy include, but is not limited to as follows:

i. A reprimand;

ii. Suspension of such activities, on such terms and for such period as the Judiciary Committee thinks fit;

iii. Exclusion from a particular activity, Squash event(s);

iv. Expulsion;

v. Fines, imposed in such manner and in such amount as the Judiciary Committee thinks fit;

vi. Such combination of any of the above penalties as the Judiciary Committee thinks fit;

vii. Additional service, requiring the Member to undertake an activity based penalty, imposed in such manner as the Judiciary Committee deems fit.

b. During any investigation or hearing relating to any breach of this Policy, the subject of any investigation or hearing may be suspended, on such terms and for such period as the relevant referring authority thinks fit, and shall remain under suspension unless the relevant referring authority decides otherwise.

8. INFORMATION SHARING

SA / Squash Entity may share personal information of Relevant Persons with Betting Operators, law enforcement agencies, government agencies and/or other sporting organisations to prevent and investigate any Match Fixing or related incidents. In doing so, SA/Squash Entity will comply with the *Privacy Act 1988 (Cth)* in relation to the sharing of such information.

8.1 Monitoring by Betting Operators

a. Relevant Persons to whom this Policy applies must disclose information to SA/Squash Entity of all their business interests, and/or connections with Betting Operators.

b. SA/Squash Entity will work with Betting Operators to help ensure the ongoing integrity of the Competitions and Squash Events played under the auspices of the SA and Authorised Providers.

c. Betting Operators will monitor and conduct regular audits of its databases and records to monitor the incidents of suspicious betting transactions (including single or multiple betting transactions or market fluctuations) that may indicate or tend to indicate that Relevant Persons have engaged in conduct that is Prohibited Conduct under this Policy.

d. In order to enable the Betting Operator to conduct such audits, SA/Squash Entity may, from time to time and subject to any terms and conditions imposed by SA (including in relation to confidentiality and privacy), provide to Betting Operators details of Relevant Persons who are precluded by virtue of this Policy from engaging in Prohibited Conduct.

e. Betting Operators must provide the Board with regular written reports on incidents of suspicious betting transactions (including single or multiple betting transactions or market fluctuations) that may indicate or tend to indicate that Relevant Persons have engaged in conduct that is Prohibited Conduct under this Policy.

f. All requests for information or provision of information by SA or a Betting Operator shall be kept strictly confidential and shall not be divulged to any third party or otherwise made use of except where required by law or where information is already in the public domain other than as a result of a breach of this Policy.

8.2 Sponsorship

a. SA/Squash Entity acknowledges that betting is a legal activity, and recognises that Betting Operators may wish to enter Commercial Partnerships to promote their business.

b. SA/Squash Entity may enter Commercial Partnerships with Betting Operators from time to time, subject to any applicable legislative requirements.

c. A Member Organisation or any Team may enter into a Commercial Partnership with a Betting Operator with the written consent of SA. Such consent may be withheld at the discretion of the Sport and specifically where the proposed Commercial Partnership:

   i. conflicts with an existing Commercial Partnership held between SA and a Betting Operator(s), and/or

   ii. is with a Betting Operator with whom SA has not entered into an integrity agreement as required under the National Policy on Match-fixing in Sport and recognised by the applicable state gambling regulator.

d. Subject to clause 8.2 c. above, a Relevant Person shall not be permitted to:

i. enter into any form of Commercial Partnership with a Betting Operator, or

ii. promote a Betting Operator, or

iii. have any form of commercial relationship with a Betting Operator.

9. INTERPRETATIONS AND DEFINITIONS

9.1 Interpretation

a. Headings used in this Policy are for convenience only and shall not be deemed part of the substance of this Policy or to affect in any way the language of the provisions to which they prefer.

b. Words in the singular include the plural and vice versa.

c. References to 'including' and similar words are not words of limitation.

d. Words importing a gender include any other gender.

e. A reference to a clause is a reference to a clause or subclause of this Policy.

f. Where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings.

g. In the event any provision of this Policy is determined invalid or unenforceable, the remaining provisions shall not be affected. This Policy shall not fail because any part of this Policy is held invalid.

h. Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Policy shall not be deemed to be a waiver of any such right nor operate so as to bar the exercise or enforcement thereof or of any other right on any other occasion.

9.2 Definitions

In this Policy unless the context requires otherwise these words mean:

a. **Alleged Offender** means a person accused of engaging in Prohibited Conduct under this Policy, prior to a determination by the Hearing Panel.

b. **Athlete** means any person identified within SA's athlete framework as amended and updated from time to time.

c. **Authorised Providers** means SA's Members or other organisations from time to time that conduct Squash Events.

d. **Betting Operator** means any company or other undertaking that promotes, brokers, arranges or conducts any form of Betting activity in relation to Squash.

e. **Clubs** means a Squash club affiliated with SA and/or the relevant Member State.

f. **Coaches** mean any person described in SA's coach framework as amended and updated from time to time.

g. **Hearing Panel** means the Panel appointed by the Board to hear and determine allegations of Prohibited Conduct.

h. **Inside Information** means any information relating to any Competition or Squash Event that a Relevant Person possesses by virtue of his or position within Squash. Such information includes, but is not limited to, factual information regarding the competitors in the Competition or Squash Event, tactical considerations or any other aspect of the Competition or Squash Event but does not include such information that is already published or a matter of public record, readily acquired by an interested member of the public, or disclosed according to the rules and regulations governing the relevant Competition or Squash Event.

i. **Member Organisations** means those entities recognised by SA's constitution as its member organisations.

j. **National Policy on Match-fixing in Sport** means the Policy endorsed by all Australian sports ministers on behalf of their governments, with the aim of protecting the integrity of Australian sport.

k. **Official** means any person identified within SA's Officials Accreditation Framework as amended and updated from time to time.

l. **Policy** means SA's National Policy on Match-fixing as amended from time to time.

m. **Prohibited Conduct** means conduct in breach of clause 3 of this Policy.

n. **Relevant Person** means any of the persons identified in clause 2.2, or any other person involved in the organisation administration or promotion of Squashs, whose involvement in Gambling would bring SA/Squash Entity into disrepute.

o. **Squash Entities** means SA, any State member or Club.

p. **Squash Event** includes but is not limited to all Squash Competitions and Squash Events conducted or sanctioned by SA/Squash Entity and includes special events, conducted by an Authorised Provider or third party sanctioned by a Squash Entity and any event, competition or series connected with Squash.

q. **SA Regulations** means any regulations made by the Board of SA under the SA Constitution.

r. **State Members** means those State Associations recognised under the SA Constitution.

s. **Squash Competition** means Squash Competitions or any competition, event or activity measuring performance between opponents or the environment either once off or as part of a series conducted or sanctioned by SA, any Squash Entity or an Authorised Provider.

t. **Squash Event** means a one-off Competition, or series of individual Competitions conducted or sanctioned by SA, any Squash Entities or an Authorised Provider (for example, National or State Championships, or Selections trials).

u. **Squash** means the Sport as determined by SA and the International Federation with such variations as may be recognised from time to time.

v. **Team** means a collection of Athletes and includes a national representative team, National Institute Network Teams, including the Australian Institute of Sport and State/Territory Institutes/Academies' of SA or Member Organisation team that competes in Competitions or Squash Events.

ANNEXURE A – CODE OF CONDUCT

SQUASH AUSTRALIA

CODE OF CONDUCT

ANTI-MATCH-FIXING CODE OF CONDUCT

1. PREAMBLE

SA recognises that betting is a legitimate pursuit, however illegal or fraudulent betting is not. Fraudulent betting on sport and the associated Match-fixing is an emerging and critical issue globally, for sport, the betting industry and governments alike.

Accordingly, SA/Squash Entities have a major obligation to address the threat of Match-fixing and the corruption that flows from that.

SA/Squash Entities have a zero tolerance for illegal gambling and Match-fixing.

SA/Squash Entities have developed a National Policy on Match-fixing to:

a. protect and maintain the integrity of Squash

b. protect against any efforts to impact improperly the result of any match

c. establish a uniform rule and consistent scheme of enforcement and penalties

d. adhere to the National Policy on Match-fixing in Sport.

A copy of the National Policy can be obtained is available on the SA web site: www.Squash.org.au

SA/Squash Entities will engage necessary technical expertise to administer, monitor and enforce this Policy.

2. APPLICATION

The Policy, as amended from time to time, includes a defined list of Relevant Persons to whom this code of conduct applies.

3. SAMPLE CODE OF CONDUCT PRINCIPLES/RULES OF BEHAVIOUR

This code of conduct sets out the guiding principles for all Relevant Persons on the issues surrounding the integrity of sport and betting.

4. GUIDING PRINCIPLES

a. Be smart: know the rules

b. Be safe: never bet on your sport

c. Be careful: never share sensitive information

d. Be clean: never fix an event

e. Be open: tell someone if you are approached

4.1 Be smart: know the rules

Find out the Sports betting integrity rules of the Sport (set out in the Sports National Policy) prior to each season, so that you are aware of the Sport's most recent position regarding betting.

If you break the rules, you will be caught and risk severe punishments including a potential lifetime ban from your sport and even being subject to a criminal investigation and prosecution.

4.2 Be safe: never bet on your sport

Never bet on yourself, your opponent or your sport. If you, or anyone in your entourage (coach, friend, family members etc), bet on yourself, your opponent or your sport you risk being severely sanctioned. It is best to play safe and never bet on any events within your sport including:

a. never betting or gambling on your own matches or any competitions in your sport; including betting on yourself or your team to win, lose or draw as well as any of the different spot bets (such as first goal scorer, most valuable player, etcetera)

b. never instructing, encouraging or facilitating any other party to bet on sports you are participating in

c. never ensuring the occurrence of a particular incident, which is the subject of a bet and for which you expect to receive or have received any reward, and

d. never giving or receiving any gift, payment or other benefit in circumstances that might reasonably be expected to bring you or your sport into disrepute.

4.3 Be careful: never share sensitive information

a. As a Relevant Person you will have access to information that is not available to the general public, such as knowing that team mate is injured or that the coach is putting out a weakened side. This is considered sensitive, privileged or inside information. This information could be sought by people who would then use that knowledge to secure an unfair advantage to make a financial gain.

b. There is nothing wrong with you having sensitive information; it is what you do with it that matters. Most Relevant Persons know that they should not discuss important information with anyone outside of their club, team or coaching staff (with or without reward) where the Relevant Person might reasonably be expected to know that its disclosure could be used in relation to betting.

4.4 Be clean: never fix an event

a. Play fairly, honestly and never fix an event or part of an event. Whatever the reason, do not make any attempt to adversely influence the natural course of an event or competition, or part of an event or competition. Sporting contests must

always be an honest test of skill and ability and the results must remain uncertain. Fixing an event or competition, or part of an event or competition goes against the rules and ethics of sport and when caught, you may receive a fine, suspension, lifetime ban from your sport, and/or even a criminal prosecution.

b. Do not put yourself at risk by following these simple principles:

i. Always perform to the best of your abilities.

ii. Never accept to fix a match. Say no immediately. Do not let yourself be manipulated—unscrupulous individuals might try to develop a relationship with you built on favours or fears that they will then try to exploit for their benefit in possibly fixing an event. This can include the offer of gifts, money and support.

iii. Seek treatment for addictions and avoid running up debts as this may be a trigger for unscrupulous individuals to target you to fix competitions. Get help before things get out of control.

4.5 Be open: tell someone if you are approached

If you hear something suspicious or if anyone approaches you to ask about fixing any part of a match then you must tell someone at SA (this person is stipulated in the National Policy) straight away. If someone offers you money or favours for sensitive information then you should also inform the person specified above. Any threats or suspicions of corrupt behaviour should always be reported. The police and national laws are there to protect you. SA has developed the National Policy and the procedures contained in it to help.

5. SA CODE OF CONDUCT

SA requires every individual and or organisation bound by this Policy to:

5.1 General

a. Respect the rights, dignity and worth of others;

b. Be fair, considerate and honest in all dealings with others, and be a positive role model;

c. Make a commitment to providing quality service;

d. Be aware of, and maintain an uncompromising adhesion to SA's standards, rules, regulations and policies;

e. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age;

f. Contribute to the provision of a safe environment to the conduct of all activities within surf lifesaving;

g. Abide by the relevant role specific codes of conducts outlined below.

5.2 Squash Team Manager

A SA Team Manager will:

a. Agree to abide by the code of conduct;

b. Be responsible for the overall safety and well-being of team members and officials when travelling with a team;

c. Maintain a 'duty of care' towards team members and an accountability for the management of the team;

d. Have a sound knowledge of SA policies, responsibilities and competition rules, and ensure that the conduct of the affairs of the team is in accordance with these policies and guidelines;

e. Foster a collaborative approach to the management of the team;

f. Be a positive role model for Squash Athletes and SA.

5.3 Squash Coach

A SA Coach will:

a. Agree to abide by the code of conduct;

b. Be responsible for matters concerning the coaching, training and development of Squash Athletes;

c. Provide positive feedback to participants;

d. Treat all participants equally;

e. Maintain a 'duty of care' towards others and an accountability for matters relating to training and competition;

f. Have a sound working knowledge of SA policies, rules and regulations and coaching techniques;

g. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances;

h. Ensure that any physical contact with others is;

   i. appropriate to the situation

   ii. necessary for the persons skill development

i. Provide a safe environment for training and competition;

j. Be a positive role model for Squash Athletes and SA.

5.4 Squash Official

A SA Official will:

a. Agree to abide by the code of conduct;

b. Be responsible for matters concerning the development of Squash Athletes and the conduct of competitions;

c. Maintain a 'duty of care' towards others and an accountability for matters relating to training and competition;

d. Have a sound working knowledge of SA policies, rules and regulations;

e. Be impartial and accept the responsibility for all actions taken;

f. Ensure that any physical contact with others is;

   i. appropriate to the situation

   ii. necessary for the persons skill development

g. Provide a safe environment for training and competition; and

h. Be a positive role model for Squash Athletes and SA.

5.5 Squash Athlete

A SA Athlete will:

a. Agree to bide by the code of conduct;

b. Be fair, considerate and honest with others;

c. Operate within the riles of SA including national, international and doping the nti-Doping Policy Guidelines;

d. Be professional in, and accept responsibility for your actions;

e. Show concern and caution towards others who may be sick or injured;

f. Be punctual and dressed accordingly; and

g. Be a positive role model.

5.6 Squash Administrator/Director/Officer

A SA Administrator/Director/Officer will:

a. Agree to abide by the code of conduct;

b. Be fair, considerate and honest with others;

c. Operate within the rules of SA;

d. Be professional in your actions. Your language, presentation, manner and punctuality should reflect high standards;

e. Resolve conflicts fairly and promptly through established procedures;

f. Maintain strict impartiality;

g. Maintain a safe environment for others;

h. Show concern and caution towards others; and

i. Be a positive role model for others.