



Geyser City Squash Racquets Club Code of Conduct

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Amendments:

Date	Committee / Person	Comment



The purpose of this Code of Conduct is to encourage fair and respectful treatment of all persons that come to and associate with the Geyser City Squash Racquets Club.

All persons by entering, associating with and/or joining the Geyser City facility, will agree to abide by the 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 in Geyser City Racquets Club Disputes and Disciplinary Policy & Procedures document.

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 and language.
- Thank the officials at the conclusion of play.
- Be courteous to your opponent at the conclusion of play.
- Abide by all event protocols. E.g. arrive at least 15 minutes prior to your scheduled match time, mark or referee the match after yours, etc.
- Support all efforts to remove verbal and physical abuse from squash.
- Understand the possible consequences of breaching the Geyser City 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 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, with empathy and unbiasedly.
- Encourage Geyser City Squash Club members and spectators (as appropriate) to abide by the Code of Conduct.

Disciplinary Actions

Any breach of this Code of Conduct, or persistent violations of any aspect of the Code of Conduct, will be dealt with under the Disputes and Disciplinary Policy.

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 of 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, player, parent, official, associate, committee 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, committee 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 the Geyser City Squash Club.

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, committee member or representative, or any other attendee. These threats or actions if deemed sufficiently damaging to the event or sport gives Geyser City Squash Club 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, committee 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, committee member or representative, or any other attendee.

Reporting Alleged Code of Conduct Breaches

Formal complaints about a breach can be made directly to disputes@geysercitysquash.co.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 Bay Of Plenty or Squash New Zealand.

Where the complaint is made against a person/s associated with another club, Geyser City Squash will refer the complaint to the club of the accused party and advise Squash Bay Of Plenty. If this is the first complaint against the accused party, their associated club would act on the complaint 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 Bay Of Plenty or Squash New Zealand.

If it is the second complaint against a party, then Geyser City Squash Club will refer the complaint to Squash BOP to investigate. If the complaint is not referred to Squash Bay Of Plenty, but Squash Bay Of Plenty is aware this is not the first complaint through the reporting process, then Squash Bay Of Plenty 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:

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

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

The following format will be followed. A Geyser City Squash Club representative (as delegated by the committee) 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 Geyser City Squash Club representative will have the delegated authority to make a decision on behalf of the committee. Should the accused or initiator of the report appeal the decision within seven days, a representative panel of three people, nominated by the Geyser City Squash committee, will consider all reports and evidence

before them and deliver a judgment within a month of receiving the appeal as per the Geyser City Squash Club Appeals Process.

If you feel that someone has breached this CODE of CONDUCT, please contact;
disputes@geysercitysquash.co.nz

Publication and confidentiality

Geyser City Squash Club 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 public interest Geyser City Squash Club may publish anonymised reports of complaints and the decision reached.