

DISCIPLINARY POLICY

1 PURPOSE

Squash WA is dedicated to upholding the highest standards of integrity and ethical conduct in accordance with the National Integrity Framework (NIF). This disciplinary policy outlines the procedures and guidelines for addressing alleged violations of conduct within the squash community. By aligning with national standards, Squash WA aims to ensure a safe, fair, and respectful environment for all.

This document is to be taken into consideration alongside all other Squash WA policies, Sport Integrity Australia and the National Integrity Framework.

2 SCOPE

This policy applies to all individuals participating and/or spectating in Squash WA sanctioned events, including competitions, training sessions, representative teams, and other events. It covers expectations of behaviour, reporting procedures for alleged misconduct, investigation protocols, and the imposition of sanctions where necessary.

It also provides the framework for which matters will be dealt with from within WA, and those which may escalate to be dealt with by the NIF with Sport Integrity Australia and Squash Australia's assistance.

3 DEFINITIONS

Aggravating Circumstances: Factors that increase the severity or culpability of a misconduct, such as repeated offenses, involvement of vulnerable individuals, or criminal conduct.

Category Categorisation: The categorisation system used to assess the severity and complexity of reported incidents, influencing the appropriate response and sanctions.

Complainant: Any party directly witnessing or to an alleged behaviour or action that breaches either the Code of Conduct or WSF Rules of Squash.

Disciplinary Panel: A panel comprising a Squash WA appointed Chairperson and at least two other persons appointed by the Chair, of whom there is no reasonable apprehension of bias.

Event Organiser: The lead point of contact for an event or program. Includes Tournament Referee, Tournament Director, Chairperson of a Competition sub-Committee, Squash WA Volunteers, Squash WA appointed Staff and Contractors.

Mitigating Circumstances: Factors that may reduce the severity or culpability of a misconduct, including remorse, cooperation during investigations, or lack of prior offenses.

NIF: [National Integrity Framework](#)

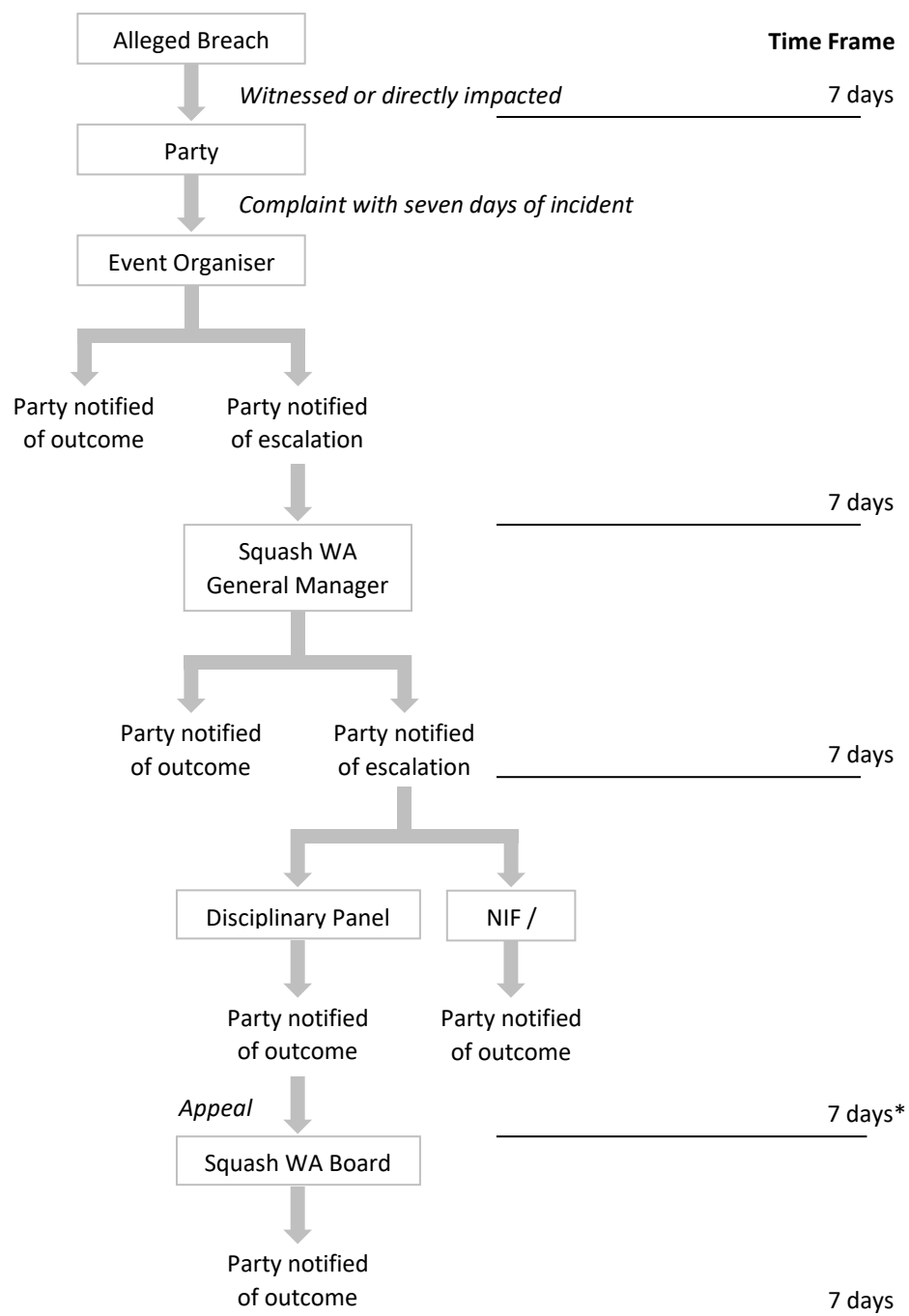
Party: Includes Player, Event Official, Marker, Referee, Coach, Spectator, Squash WA Employee. Party also includes the parent or grandparent of any Junior Player under the age of 19 years involved in an incident.

Principles of Natural Justice: The right to be heard, the right to be treated without bias, and a decision being based on relevant evidence.

Procedural Fairness: Fair and proper procedure to be used when making decisions and formulating an outcome.

Prohibited Conduct: Any behaviour or action that violates the Squash WA Code of Conduct or World Squash Singles Rules s.15 (as amended from time to time), including but not limited to verbal abuse, physical aggression, discrimination, harassment, and violations of child protection principles.

SIA: [Sports Integrity Australia](#)



*SIA / NIF timeframes beyond control of Squash WA.

4 COMPLAINTS HANDLING

4.1 Lodging a Complaint

Where an instance of behaviour which breaches either the Squash WA Code of Conduct or WSF Rules of Singles Squash is alleged to have occurred, a party may lodge an official written complaint to the Event Organiser within seven days, outlining details of the incident.

If the Event Organiser is alleged to have been directly involved in the breach, the matter may be referred directly to the Squash WA General Manager.

4.2 Complaint Response

Upon receiving a complaint, the Event Organiser will respond, either by providing a written outcome directly to the Party, or advising that it has been escalated to the General Manager of Squash WA.

Upon receiving the complaint, the General Manager will Categorise the incident based on the nature and seriousness of the alleged behaviour (as defined in 4.5) and may:

- i. determine a resolution themselves; and/or
- ii. refer it to the Squash WA Disciplinary Chairperson for a resolution; and/or
- iii. refer it to Sport Integrity Australia (SIA) for a resolution.

As a guide, matters categorised as level 1 or 2 may be referred to the Squash WA Disciplinary Panel, and level 3 will be referred to SIA. The General Manager may also determine a referral based on the ability for the allegations to be investigated regarding procedural fairness and the principles of natural justice.

The outcome (or decision to refer the matter) will be communicated to the complainant in writing within seven business days.

If the decision is referred to the Disciplinary Panel, a response will be given within 21 business days.

4.3 Investigation and Resolution

Investigation of complaints may include gathering evidence, interviewing relevant parties, and assessing any mitigating or aggravating circumstances. Throughout this process, fairness, confidentiality, and adherence to procedural fairness will be upheld.

Parties involved in the investigation should refrain from communicating about the matter to ensure fairness for those involved, and the process itself. Investigators will only involve individuals who can assist with resolving the matter.

Notwithstanding the ability for Parties to provide information to the investigation, the General Manager, Disciplinary Panel and SIA may act on their own motion to inform themselves of factors which may achieve the delivery of a resolution.

4.4 Decision and Sanctions

After completing an investigation, an outcome and resolution will be reached, which may include sanctions if misconduct is substantiated, in accordance with the National Integrity Framework. The Parties and the Squash WA Office will be notified for implementation. It may be that certain categories face examples and incur sanctions which are outside of the set of examples below.

4.5 Case Categorisation and Sanctions

4.5.1 **Category 1 (Yellow) – Low**

- Examples: Minor verbal disputes, isolated incidents of disrespectful behaviour, investigations into Conduct Warnings.
- Response options may include: formal warning, education, reminders of conduct standards, and no further action if behaviour improves.

4.5.2 **Category 2 (Orange) – Medium**

- Examples: Repeated verbal abuse, discrimination, moderate physical altercations, investigations into Conduct Stroke/Match.
- Response options may include: mandatory education, suspension from Squash WA sanctioned events for a specific timeframe, depending on severity.

4.5.3 **Category 3 (Red) - High**

- Examples: Criminal conduct, significant harm or threat of harm, repeated serious offenses.
- Response Options: Immediate suspension pending investigation, referral to law enforcement or child protection agencies as relevant, and potential expulsion from Squash WA.

5 APPEALS PROCESS

- Only the individual/entity subjected to sanctions from Squash WA Disciplinary Panel, have the right to appeal the decision.
- Once outcomes are delivered, any appeal must be lodged in writing within seven business days to the Squash WA Board.
- The Squash WA Board will endeavour to respond to the appeal within seven business days.
- The appeals process focuses on whether the original decision was proportionate and fair, not on re-litigating the facts of the case.
- The Board will review the appeal and render a decision, which shall be final.

6 IMPLEMENTATION AND REVIEW

- Squash WA will ensure the consistent application of this disciplinary policy.
- The policy will be reviewed periodically to incorporate any updates in legal requirements, best practices, or feedback from stakeholders.

7 CONCLUSION

This disciplinary policy aims to uphold the values of respect, fairness, and integrity within Squash WA, fostering a safe and inclusive environment for all. By adhering to these guidelines, we strengthen the integrity of squash and promote positive sporting behaviours.

Timeframes, although a guide, should be adhered to as closely as possible to maintain fairness to both the process and to the parties involved.

It is important to be aware that the Squash WA Disciplinary Panel is a group of volunteers who have dedicated their time to deliberate on these difficult matters involving players in the squash community. Their commitment and impartiality are important to ensuring that all disciplinary proceedings are conducted with fairness and integrity. Squash WA appreciates their efforts and ask that all Parties respect the outcomes of their deliberations, recognising the complexity and sensitivity of their role. By working together, a positive and respectful environment within Squash WA can be maintained, reinforcing the values that underpin the sport.

8 RELATED DOCUMENTS

- WSF Single Squash Rules
https://www.worldsquash.org/wp-content/uploads/2024/02/240102_Rules-of-Singles-Squash-2024-V1.2.pdf
- Squash WA Code of Conduct
<https://squashwa.asn.au/wp-content/uploads/2023/04/code-of-conduct-2023.pdf>
- Reporting integrity issues through the NIF/Squash Australia portal
<https://www.squashaus.com.au/info-hub/reporting-integrity/>

Version	Date	Amendments approved by the Board	Approved Date	Review Date
01	Oct 2024	Document drafted for review	16/10/2024	16/10/2027