

## **SRFI Code of Conduct**

### **Article 1. General**

#### **A. Introduction**

The purpose of this code is to ensure the orderly and fair administration and conduct of SRFI sanctioned tournaments. The SRFI Code of Conduct is designed to secure the future well-being of Squash. Different aspects of the Code may have relevance to Hosts as well as players, managers, officials, spectators and administrators (hereinafter called Individuals) involved in a squash championship. The Code applies to all these categories and should be understood by all concerned with competitive squash.

The SRFI Code of Conduct will constitute the basis for disciplinary action against any Indian individual. As determined by the SRFI committee, SRFI may also agree to uphold any disciplinary action taken by a WSF, PSA, ASF or an international recognised sporting committee.

Where a player's offence(s) is particularly harmful to the success of a tournament, SRFI or the sport of squash, the player may be found in violation of Article 6. Player Major Offences.

Where a player violates the SRFI Code of Conduct on multiple occasions, regardless of severity, they may also be found in violation of Article 6. Player Major Offences.

All fines are to be paid in Indian Rupees (INR). SRFI also issue suspended fines which will be held on a player's record for 12 calendar months from the date of issue. Any other breach of the SRFI Code of Conduct within the next 12 months will mean the player is liable for any suspended fines and any further fines issued by the disciplinary committee.

The SRFI reserves the right to modify the Code of Conduct at their discretion.

#### **B. Spot Fines**

Denoted with an asterisk (\*), a spot fine will be imposed immediately by SRFI for a breach of the Code of Conduct. Spot fines cannot be appealed through the SRFI Disciplinary Committee, but exceptional circumstances may be considered by SRFI. The normal appeals route still applies.

#### **C. Offenses**

The different Offences are defined below. Fines must be paid within 30 days of receipt of invoice or as designated on the invoice.

##### Grade I

Penalised by a written warning to an individual.

(Note: Two written warnings within 12 months shall constitute a Grade II offence).

##### Grade II:

Penalised by 50% of points and prize money from the corresponding tournament and / or a suspension for upto 3 months from participating in any championships and / or a fine of INR 5,000 as applicable.

(Note: Two fines Grade II offences shall constitute a Grade III offence).

### Grade III:

Penalised with 100% of points and prize money and / or a suspension for upto 6 months from participating in any championships and / or a fine of INR 10,000 as applicable.

(Note: Two fines Grade III offences shall constitute a Grade IV offence).

### Grade IV:

Penalised with zero point and prize money form the corresponding tournament and / or a suspension for upto 9 months from participating in any championships and / or a fine of INR 15,000 as applicable.

(Note: Two fines Grade IV offences shall constitute a Grade V offence).

### Grade V:

Penalised with a suspension from participating in any championship for 12 months and / or a fine of INR 25,000 as applicable.

## **Article 2. Professional Behaviour**

SRFI members must conform to the highest standards of professional conduct at all times.

### A. Unprofessional Conduct

Players shall at all times conduct themselves in a professional manner and give due regard to the authority of officials and the rights of opponents, spectators, SRFI staff and others. Violation of this shall subject an individual to a **Grade 1 offence**.

For the purpose of this rule, unprofessional conduct is defined as any misconduct by an individual that is clearly abusive or detrimental to SRFI, officials, opponents and/or the sport of squash, but that does not fall within the prohibition of any specific offence contained herein.

### B. Public Relations

No player or official of the SRFI shall at any time give, make, issue, authorise or endorse any public statement which will have, or design to have, an effect prejudicial or detrimental to the best interests of the SRFI or the sport of squash. Violation of this shall subject an individual to a **Grade 1 offence**.

### C. Public Communications

All SRFI players are required to refrain from publishing any information before official SRFI communication is released, relating to, but not limited to the following:

- Any withdrawal from a tournament
- Any disciplinary matter
- SRFI Tour tournament news, such as new SRFI tournament.

Violation of this shall subject an individual to a **Grade 1 offence**.

D. Social Media Code All individuals are bound by the particulars of the SRFI Social Media Code of Conduct as detailed below. Breach of the Social Media Code of Conduct will result in disciplinary action being taken against an individual at the discretion of the SRFI Committee.

No person subject to the SRFI Social Media Code of Conduct shall publish or cause to be published (by whatsoever medium);

Criticism of the character of a tournament referee or official or criticism of the manner in which an official has handled a match in which the player has taken part, or any other game under the control of the SRFI. Criticism of SRFI tournaments based on location, prize money, directors, staffing or any other element which can be interpreted as having a negative reputational impact on the prestige of the tournament in question.

Discriminatory or prejudicial comments about any individual involved in SRFI Championships, be it players, administrators, volunteers or staff, based on the grounds of age, ethnicity, gender, disability, religion, sexual orientation or race or any other comments which may be interpreted as bullying or victimising. Comments which can be interpreted as bringing the SRFI, an individual tournament or the sport of squash, into disrepute.

*^For the purpose of this document the term social network site refers to, but is not limited to; Twitter, Facebook, Instagram, YouTube, Google+ and LinkedIn.*

Any breach of this shall subject an individual to a **Grade 2 offence**.

### **Article 3. Player Commitment and Entry Offences**

Entry Obligations: No player confirmed in a draw may withdraw after the withdrawal deadline or not appear at the tournament without penalty as described below. SRFI shall make such investigation as is reasonable to determine the facts regarding any such entry offence and, upon determining that a violation has occurred, shall specify the penalty and/or fine.

#### **A. Withdrawals\***

Any withdrawal by the player will be penalised as per the SRFI Guidelines.

#### **B. Playing Another Tournament**

No player who has entered and been accepted into draw of SRFI National Circuit tournaments shall play in any other squash tournament during the period of such tournament, without the express written consent of the SRFI.

This rule still applies should a player withdraw from a SRFI tournament.

In addition, where this is a first-time offence, the player will also be withdrawn from the tournament in which they are highest placed. For subsequent offences, the player will be withdrawn from both overlapping tournaments and prevented from entering overlapping tournaments for a period of 12 months thereafter. Violation of this shall subject an individual to a **Grade 1 offence**.

#### **C. Playing a Rival Tour**

No player will play in a rival tour whilst he is a member of the SRFI. A rival tour is a tour, championship or series of tournaments that the SRFI consider may damage or affect the good

standing of the SRFI, its members and own tour. Violation of this shall subject an individual to a **Grade 5 offence**.

#### D. Mandatory Tournament Appearance

No player who is obligated to play in a specific SRFI tournament as outlined in the SRFI Championship Guidelines shall withdraw from such a tournament without consent from SRFI. Violation of this shall subject an individual to a **Grade 4 offence**.

#### E. Cumulative Off-Site Offences\*

If any player has committed any violation of the SRFI Code of Conduct for two or more offences within a two-year period the federation have the power to levy a further penalty for the further offence. Such penalty to be in addition to the penalty that is appropriate for the breach of that further offence.

### Article 4. Player On-Site Offences

On-site refers to any official tournament area. This includes but is not limited to the tournament venue including on-court, the tournament hotel, tournament functions, tournament transport, tournament media conferences and tournament ceremonies.

#### A. Non-Appearance (Walkover)\*

This is also known as a 'walkover'. If a player enters a tournament and fails to withdraw or inform SRFI of his/her withdrawal the player will be given a zero-point penalty. This disciplinary zero score and the tournament will count as played towards their SRFI ranking.

#### B. Punctuality

Any player not ready to play within 15 minutes after their match is called shall be subject to a **Grade 1 offence**. Where the tournament official allows a discretionary relaxation of this time limit, the penalty may be waived.

#### C. Dress and Equipment On-Court\*

All players must dress and present themselves for play in a professional manner; clean and customarily acceptable squash attire shall be worn, and both players shall where possible wear *distinctly* different coloured clothing.

Any player who violates this section by wearing unacceptable attire or not wearing distinctly different coloured clothing may be ordered by the tournament referee or SRFI official to change their attire or equipment immediately. Where this is a televised tournament, INDIASQUASHTV or otherwise, players will shall be subject to a **Grade 2 offence**.

#### Off-Court

All players must dress and present themselves at tournaments in a professional manner. Violation of this shall subject an individual to a **Grade 1 offence**.

#### D. Leaving Court\*

A player shall not open the court door or leave the court during a match without the permission of the referee. Violation of this to a **Grade 1 offence**.

#### E. Best Efforts

A player shall use their best efforts to win a match when competing in a tour-sanctioned tournament. Violation of this shall subject a player to a **Grade 2 offence**.

#### F. Failure to Complete Match

A player must complete a match in progress unless he is reasonably unable to do so. Violation of this shall subject a player to a **Grade 2 offence**.

#### G. Media Conference

Unless injured and physically unable to appear, a player must attend the post-match media conference organised immediately or within 15 minutes after conclusion of each match whether the player was the winner or loser, unless such time is extended by the tournament promoter for a good cause.

Players will be required to make themselves available for interviews whilst at the tournament by SRFI's media partners. In the event that a player fails to make themselves available at the appropriate time the player will be in breach of this section. Violation of this section shall subject a player to a **Grade 2 offence**.

#### H. Ceremonies

A player participating in the finals of a tournament must attend and participate in the finals ceremonies after the match unless he/she is reasonably unable to do so. Violation of this section shall subject a player to a **Grade 2 offence**.

#### I. Audible Obscenity

Players shall not use an audible obscenity within the precinct of the tournament site. Violation of this section shall subject a player to a **Grade 3 offence**. For the purpose of this rule, audible obscenity is defined as the use of words commonly known and understood to be profane and uttered clearly and loudly enough to be heard by the Referee or spectators.

#### J. Visible Obscenity

Players shall not make obscene gestures of any kind within the precincts of the tournament site. Violation of this section shall subject a player to a **Grade 3 offence**. For the purpose of this rule, visible obscenity is defined as the making of signs by a player with his hands and/or racket or ball that commonly have an obscene meaning or import to reasonable people.

#### K. Abuse of Ball

Players shall not violently, dangerously or with anger, hit, kick or throw a squash ball within the precincts of the tournament site except in the reasonable pursuit of a point during a match. Violation of this section shall subject a player to a **Grade 2 offence**. For the purpose of this rule, abuse of balls is defined as intentionally hitting a ball out of the enclosure of the court, hitting a

ball dangerously or recklessly within the court or hitting/throwing a ball with negligent disregard of the consequences.

#### L. Abuse of Racket or Equipment

Players shall not violently, dangerously or with anger hit, kick or throw a racket within the precincts of the tournament site except in the reasonable pursuit of a point during a match/warm up. Violation of this section shall subject a player to a **Grade 3 offence**. For the purpose of this rule, abuse of rackets or equipment is defined as intentionally, dangerously and violently destroying or damaging a racket or equipment or intentionally and violently hitting the court during a match out of anger or frustration.

#### M. Verbal Abuse

Individuals shall not at any time, verbally abuse any official, opponent, spectator or other person within the precincts of the tournament site. Violation of this section shall subject an individual to a **Grade 3 offence**. For the purpose of this rule, verbal abuse is defined as a statement directed at an official, opponent, spectator or other person that implies dishonesty, is derogatory, is insulting or is otherwise abusive.

#### N. Physical Abuse

Individuals shall not at any time physically abuse any official, opponent, spectator or other person within the precincts of the tournament site. Violation of this section shall subject an individual to a **Grade 3 offence**. For the purpose of this rule, physical abuse is the unauthorised touching of an official, opponent, and spectator or other person.

#### O. Unsportsmanlike Conduct

Individuals shall at all times conduct themselves in a sportsmanlike manner and give due regard to the authority of officials and the rights of opponents, spectators and others. Violation of this section shall subject an individual to a **Grade 3 offence**. For the purpose of this rule, unsportsmanlike conduct is defined as any misconduct by an individual that is clearly abusive or detrimental to the sport but that does not fall within the prohibition of any specific on-site offence contained herein.

In addition, unsportsmanlike conduct shall include, but not be limited to, the giving, making, issuing, authorising or endorsing any public statement having or designed to have an effect prejudicial or detrimental to the best interests of the tournament and/or the officiating thereof and shall include failure to complete all promotional activities associated with the individuals commitments (see section 5).

#### P. Defaults\*

An individual may be defaulted by any SRFI official, tournament promoter, official tournament referee for any violation of this code. If an individual appeals such default then either the SRFI President or Secretary General overrule such decision if either is available within 90 minutes of the default. Where the SRFI representatives identified are not available within 90 minutes, the official champion administrator is permitted to make the final decision regarding the default. The final decision with regard to the default shall not be able to be appealed.

The individual involved, however, may still appeal to the SRFI after the tournament.

#### Q. Cumulative On-Site Offences

If any individual has committed any violation of the SRFI Code of Conduct for two or more offences within a two-year period the federation have the power to levy a further penalty for the further offence. Such penalty to be in addition to the penalty that is appropriate for the breach of that further offence.

#### R. Accommodation

The good name of squash and the competitive preparation of players should not be compromised by boorish, rowdy behaviour in hotels and abuse of hospitality in billets. Hotel or billet accommodation that is provided to a player is discretionary. Should the player breach any SRFI Code of Conduct in respect of the accommodation provided to them the SRFI have the discretion to disallow an individual from residing in hotel and billet accommodation either for a fixed term or permanently.

A player must officially check out of the hotel when involved in a tournament and must pay their room bill (if applicable) and their own hotel extras (i.e. phone, drinks, food etc.).

Should the individual leave without checking out or informing the host of their departure, the SRFI authorise the host to withdraw from any prize money owed for the cost of the room plus any/all outstanding expenses. Violation of this section shall subject an individual to a **Grade 3 offence**.

#### S. Tournament Function

The players are provided with a tournament information concerning functions at tournaments. The player acknowledges his duty to attend official functions. Failure to attend tournament functions as specifically designated on the championship information sheet will incur a **Grade 2 offence**.

### **Article 5. Anti-Doping Offences**

This Code of Conduct also embraces the WSF Anti-Doping Code which may be found on the WSF website. Any breach of the Anti-Doping Code is considered to be contrary to the integrity of the sport and shall be treated as an offence under Article 2(b) of this Code.

### **Article 6. Player Major Offences**

#### A. Applicability

The provision of this article shall apply to all individuals who commit to enter or who enter SRFI tournaments.

#### B. Wagers

No player shall wager, cause to wager or benefit from the wagering of anything of value in connection with any tour sanctioned tournament. Violation of this section shall subject the individual to a **Grade 5 offence**.

#### C. Bribes or Other Payments

No individual shall offer, give, solicit or accept or agree to offer, give, solicit or accept, anything of value to or from any person with the intent to influence any players' efforts in any tour-sanctioned tournament. Violation of this section shall subject the individual to a **Grade 5 offence**.

#### D. Aggravated Behaviour

No individual shall engage in aggravated behaviour which is defined as follows:

One incident of behaviour that is deliberate and particularly harmful to the success of the tournament or SRFI or is singularly outrageous.

One incident of behaviour that is deemed to bring the sport, SRFI, tournament or player into disrepute.

A series of two or more violations in this code within a 12-month period which singularly do not constitute aggravated behaviour but when viewed together, establish a pattern of conduct that is collectively egregious and is detrimental or harmful to tour sanctioned tournaments, SRFI or the sport of squash.

Violation of this section shall subject an individual to a **Grade 5 offence**.

#### E. Conduct Contrary to the Integrity of the Game

No individual shall engage in conduct contrary to the integrity of the game of squash. If an individual has at any time behaved in a manner severely damaging to the reputation of the sport, they may be deemed by virtue of such behaviour to have engaged in conduct contrary to the integrity of the game of squash and be in violation of this section.

Violation of this section shall subject an individual to a **Grade 5 offence**.

### Article 7. Discipline

A. The SRFI shall be entitled to request that an individual gives an explanation of any matters or circumstances, which the SRFI considers may constitute a breach of the code on the part of a member. Such request will specify the matters or circumstances that the SRFI considers may constitute such a breach.

B. A member shall deposit a written explanation (electronic or postal letter) to the SRFI at the association's office or, by mutual agreement between the member and the SRFI, shall give an oral explanation to the SRFI within ten days of receipt of such a request.

C. If, after consideration of any such explanation or if no explanation is received within the period of 10 days referred to in (b), the SRFI is of the opinion that the matters or circumstances concerned constitute a breach of the code on the part of such member the SRFI may, subject to (e) below, resolve:

That such member be disciplined in accordance with the code or that the membership of such member shall be suspended or terminated.

D. Without prejudice the SRFI may delegate its powers under (a) and (b) above to a committee which will consider any explanation under (b) above, will consider whether there has been a breach of the code by the member and will decide what action, if any, to take against the member, all in the form of a recommendation to the SRFI.



E. The SRFI shall be entitled, subject to the procedure described in Article 7, but otherwise in its absolute discretion and in such manner as it thinks fit, to notify the members of the federation of the decision under (c) above; and in addition the SRFI shall be entitled, in its absolute discretion and in such manner as it thinks fit, to notify or cause to be notified the public or any person, authority, body, commission or enquiry before which the association has power to represent the interests of its members of any such decision.

F. SRFI shall use its best efforts to make its decision under (c) above within 30 days of the expiration of such 10-day period set forth in (b) above. Within seven days after making such decision, the SRFI shall notify the member concerned of such decision and of the grounds upon which it has been made by written notice sent by hand, email or by registered post. Such decision shall be brought into effect at the expiration of 15 days from the date on which, in all the circumstances prevailing at the time, such notice would reasonably be expected to have been delivered to the member unless an appeal has been lodged by the member within such 15-day period in accordance with paragraph (g) below.

G. Any individual who is to be disciplined in accordance with the code or whose membership of the federation is to be suspended or terminated at the expiration of the 15-day period referred to in (f) above may appeal against such decision to a tribunal to be appointed in accordance with Article 8 (b) provided that such appeal is made within such 15-day period.

H. Notwithstanding anything to the contrary herein contained, the SRFI may make by-laws, rules or regulations in relation to the code and circuit rules.

### **Article 8. Appeals**

Any person who wishes to exercise a right of appeal given by these articles shall notify the SRFI of their desire within the 15-day period for appeal. The notice of appeal shall be in writing signed by or on behalf of the appellant and indicate the grounds on which the appeal is made and must be delivered to the association's office.

### **Article 9. Notice**

Any written communication required or sent to the SRFI should be addressed as follows, unless notice of change is subsequently published:

Squash Rackets Federation of India, Khivraj Complex II, 2<sup>nd</sup> Floor, 480 Anna Salai, Chennai 600018

### **Article 10 Disciplinary Committee:**

Mr. Muneer Sait, Chairman (Olympian); Mob: 98410 10724

Ms. Bhuvaneshwari Kumari (Padma Shri / Arjuna Awardee); Mob: 98112 12020

Mr. Vinay Pandey (UP); Mob: 94546 76558

Mr. Velmurugan (Pondicherry); Mob: 94432 78392

Mr. S. Balasubramaniyan (SRFI, Treasurer); Mob: 95001 29559

A quorum of 3 members are required at a meeting.

## **SRFI Code of General Conduct & Ethics**

The purpose of this code is to ensure professional conduct from **all individuals** involved with SRFI and its tournaments and promote a safe, inclusive and positive environment for all participants in squash. This *SRFI Code of General Conduct & Ethics* applies not only to participants in SRFI tournaments, but also to all members of player support teams (including but not limited to: coaches, parents and medical professionals), all SRFI staff and all other tournament support staff, whether acting in a paid or voluntary capacity, regardless of by whom they are employed.

All members of player support teams and tournament personnel will, at all times:

- Abide by the rules set forth in the SRFI Guidelines
- Conduct themselves in a professional manner and give due regard to the authority of officials and the rights of athletes, spectators, SRFI staff and others
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others
- Act with integrity and set a positive example, promoting the reputation of the sport and taking all possible steps to prevent it from being brought into disrepute
- Never use inappropriate language or gestures
- Treat all individuals at SRFI tournaments equally; with respect and dignity, and without discrimination or prejudice on grounds of age, gender, sexual, cultural, ethnic, disability, lifestyle or religious preference
- Maintain clear boundaries between personal and professional life
- When providing a service, only do so within the limits of their professional competence
- When providing a service to children seek written consent from their parent or legal guardian and ensure the environment is fit for purpose
- Refrain from making inappropriate physical contact with children or vulnerable adults and avoid being alone with them unless this is required as part of an organised activity
- Be committed to anti-corruption within the sport and thus be bound by the WSF rules for the Prevention of the Manipulation of Competitions. It is the responsibility of all participants to make themselves aware of the code. Violation of this code shall subject the player to the WSF Disciplinary Procedure and the range of permissible sanctions.

## **Health Professionals**

This is not a substitute for any professional code that exists within medical disciplines and should be used to complement such codes where they exist. All medical professionals must adhere to the above code. Additionally, they must:

- Work within the limits of their professional competence and scope of practice, and ensure they hold appropriate qualifications
- Ensure that they have the appropriate professional and/or institutional indemnity when providing services both in their own country and abroad
- Keep their professional knowledge and skills up to date

- Keep accurate and clear notes that are stored appropriately to maintain patient confidentiality
- Make the athlete's health and welfare their primary concern, always acting in their best interests
- Respect the athlete's right to self-determination when recommending a service but, where there is risk, ensure that you raise any professional concerns where appropriate
- Obtain consent from an athlete before disclosure of their medical information to a third party
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships
- Ensure that the environment that you are working in is fit for purpose and meets the minimum standards of any regulatory or external authority in this area, documenting and escalating any concerns to SRFI President if you feel the athlete's safety to be compromised by the facilities, equipment or access to/organisation of medical provision
- Ensure that an athlete can dress/undress in a suitable private space and that a chaperone can be made available on request
- When providing a service to an athlete under 18 years of age seek written consent from their parent or legal guardian.

## **Coaches**

All coaches must adhere to the above code. Additionally, they must:

- Work within the limits of their professional competence and ensure they hold appropriate accredited qualifications
- Ensure that they have the appropriate professional and/or institutional indemnity when providing services both in their own country and abroad
- Treat all children and athletes fairly and with respect
- Realise their responsibility as a role model and set positive examples for others
- Always act in the child or athlete's best interest and respect their right to self-determination with regard to training and playing squash
- Accept officials' decisions and do not go on court or interfere with matches
- When providing a service to an athlete under 18 years of age seek written consent from their parent or legal guardian
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships including, but not limited to, refraining from having a relationship with anyone under 18 for whom they are coaching or responsible for.

## **Referees**

All referees must adhere to the above code. Additionally, they must:

- Work within the limits of their professional competence and ensure they are kept abreast of rule changes and updates within the rules of squash
- Treat all children and athletes fairly and with respect
- Realise their responsibility as a role model and set positive examples for others
- Act with integrity, honesty and objectivity at all times when officiating
- Have regard for protecting the players through the application of the rules of the game
- Ensure all junior athletes (U19) wear mandatory eye guard protection
- Be aware of legal obligations, including safeguarding procedures and national and international anti-doping regulations, as well as how to escalate concerns relating to abuse or anti-doping infringements
- Not abuse their position of authority to make financial, sexual, or improper emotional relationships

### **Tournament Hosts**

Tournament hosts are often SRFI's main on-site contact for a SRFI sanctioned tournament. In this regard, SRFI are heavily reliant on the tournament promoter to ensure *SRFI's Code of General Conduct & Ethics* is implemented and followed for player support teams and all tournament personnel. All tournament promoters must adhere to the above code and tournament conditions and commitment outlined in the SRFI Guidelines. Additionally, they should be aware that they are responsible for the on-site tournament operations, including but not limited to:

- Undertaking due diligence checks for tournament personnel, hosts and medical professionals which may include background checks
- Ensuring appropriate risk assessments, health and safety policies and insurance policies are in place for the duration of their tournament
- Making all tournament personnel aware of SRFI's Code of General Conduct & Ethics and other policies associated with this (Safeguarding, WADA Anti-Doping, Data Protection)
- Reporting any concerns regarding children or athletes to SRFI and the appropriate bodies immediately.

### **Appeal Process**

Decisions made by the SRFI President may be appealed. The accused must make their appeal within 15 days of receipt of the SRFI President's decision. The SRFI committee shall decide whether to review the appeal based solely on the President's investigation or whether to hold a hearing in which the accused will be given the opportunity to present their views directly to the SRFI committee.

The SRFI committee's decision will be final and cannot be appealed.