
EUROPEAN SQUASH FEDERATION

ESF Code of Conduct

Edition 2022.01
Valid from 1.8.2022



Code of Conduct European Squash Federation

Glossary of terms:

EDP:	European Disciplinary Panel
EDAP	European Disciplinary Appeal Panel
ESF:	European Squash Federation
MNF:	Member Nation Federation of the ESF
WSF:	World Squash Federation

GENERAL

The ESF Code of Conduct is designed to safeguard the future well-being of Squash. The Code covers the respective involvement in all aspects of ESF Championships of MNFs, hosts, players, coaches managers, officials, spectators and administrators. The Code applies to all these categories and should be understood by all concerned with competitive squash. It also applies to both Juniors and Masters Circuits.

The ESF supports the Regulations of Squash, as published by the WSF. All Championships and competitions organised in Europe, under the auspices of or in conjunction with the ESF shall be played in accordance with the Regulations of Squash; and shall be subject to this Code of Conduct.

The aim of the Code of Conduct is to promote fair and ethical treatment of all individuals and organisations involved with European squash events.

All individuals must accept the roles and responsibilities that they undertake in a commitment to maintaining an enjoyable and safe environment for everyone by

- i. respecting the rights and dignity of all people involved in the game, irrespective of age, gender, ability or culture
- ii. promoting responsible health, safety and wellbeing of all participating in squash activities
- iii. adhering to WADA Anti-Doping policy
- iv. refraining from any act or behaviour that may bring disrepute to the ESF, its members, partners or associates
- v. refraining from any form of abuse, harassment, bullying, discrimination or victimisation towards others
- vi. rejecting corruption, drugs, risk-taking behaviour (eg. sports gambling and betting) in squash
- vii. adhering to child protection guidelines as required by national legislation

Failure to comply with the principles of this Code of Conduct by any individual may also be deemed an offence which may be reported to the Chairperson of the EDP via the ESF office. The EDP has discretion to determine the Grade of offence committed.

The ESF Officers shall have power to impose sanctions and/or fines on MNFs whether hosting events or entering teams or individuals in ESF events. For ESF Championships, Junior and Masters circuit events, MNFs are ultimately responsible for ensuring sanctions are observed and fines paid, whether imposed on individual players or teams competing in any European Event; and must be aware of all consequences resulting from sanctions.

The ESF Judicial bodies (EDP and EDAP) shall provide fair and impartial procedures to all parties involved and shall respect their fundamental rights. They recognize in particular:

- i. That a person who may have a conflict of interest shall not be a member of the decision-making body;
- ii. The right of the person charged to know the charge;
- iii. The right of the person charged to know the penalties which might be imposed;
- iv. At their own expense, the right of the person charged to be heard, to present a defence, to produce evidence and to be assisted by counsel.

1. European Championships Regulations

Off Court Offences

- a. May relate to any incident occurring from time of arrival to departure from Hotel/venue. Any issues arising must be made in writing, with evidence, and submitted to the Championship Director for further review and a decision
- b. In the event that the issue cannot be fully and properly resolved by the event Championship Director, for whatever reason, the issue and evidence shall be forwarded to the Chairperson of the EDP via the ESF office. This should reach ESF within 14 days of the date of the incident. The ESF office will inform the relevant MNF that a complaint has been submitted.
- c. The ESF EDP will review the issue and the evidence and make its decision on outcome. Such a referral should be made within 3 days of the receipt of the evidence, and EDP should investigate and make a decision within 10 days of receipt of the referral unless circumstances warrant an extension of time.
- d. Decisions will be sent to the relevant MNF who has a right of appeal to EDAP. The appeal should be made within 14 days and EDAP will make a decision within 10 days.

On Court Offences

These are the responsibility of the match and Championship Referees. Based on judgements according to WSF Rules s/he can report to the ESF office who will then refer the matter to the EDP Chairperson for decision for application of appropriate sanction and issue of letter via the ESF Office. Appeals against either the judgement or the sanction may be made will be to EDAP.

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

Appeals

The MNF has the right of appeal to the EDAP. Such an appeal must be made by an official of the MNF in writing by letter or email and must be received by the ESF Office within 14 days of receipt of the EDP decision and must be accompanied by a deposit of €150. If the appeal is upheld, the deposit shall be returned to the appellant.

The ESF Officers shall have the power to rule on any matter relating to the Championships and not covered by the Regulations. MNFs have the right of appeal to EDAP in line with the Code of Conduct. The quorum for hearing an appeal shall be any three of the Chairperson, Vice-Chairperson and other members, except that no official or member of an MNF making the appeal or involved in that appeal may be in the quorum. If in the event that there are insufficient members of the EDAP to constitute a quorum, additional members may be co-opted by the Chairperson with the approval of the ESF

Officers.

OFFENCES AND SANCTIONS

Host Association for ESF Championships

The host association is obliged to use its best endeavours to fulfil all the obligations it accepted in tendering for a Championship. The ESF Officers reserve the right to levy sanctions against a host association if they feel failure to deliver any of the specified obligations has resulted from negligence on the part of the host association.

Further sanctions are detailed in the regulations of all European Championships:

MNF Responsibilities relating to ESF Championships

An MNF whose Entry Form for a Team, Club or Individual Championship does not contain all the required details may be subject to a Grade 1 sanction (see below).

Further sanctions are detailed in the Regulations of **Team Championships**:

Individual Championships

The following sanctions relate to the Regulations of **Individual Championships**:

Note: Individual (to include any player or official associated with, or acting on behalf of an MNF).

The following offences, Graded 1 to 3 in order of seriousness, if committed by an Individual may be subject to penalties under Reg. 15 of the International Singles Game of Squash and will result in fines and/or disciplinary action being taken against the responsible MNF. The following are examples of offences at different grades and should not be regarded as comprehensive or limited to this list:

Grade 1

A Grade 1 infringement occurs in the following instances:

- i. verbally shows dissent to the marker, referee, officials or others, including foul or profane language and obscene or offensive gestures
- ii. abuses the ball, playing equipment, the court or other parts of the venue
- iii. acts dangerously including using excessive racket swing or making significant or deliberate physical contact with opponent
- iv. commits any other Reg. 15 offences including timewasting;
- v. fails to comply with the conditions of entry of a Championship including any Regulations with regard to eligibility, clothing or advertising;
- vi. fails to arrive in time for a Championship, Tournament, Tie or Match;
- vii. plays without making best effort to win a match;
- viii. fails to referee or mark a match when obliged so to do, within the regulations of the competition, or who fails to arrive in time to officiate at the match.

Grade 2

A Grade 2 infringement occurs in the following instances:

- i. fails to complete a match for a reason other than injury, illness or emergency situation;
- ii. defaults from a Championship or Tournament (the EDP may require evidence of bona fide injury, illness or other emergency situation);
- iii. fails to make himself available to meet any reasonable request for media interviews;
- iv. is disqualified by the referee.

Grade 3

A grade 3 infringement occurs in the following instances:

- i. physically abuses/assaults or threatens to assault his opponent, the Marker, Referee, officials, spectators or sponsors;
- ii. participates when suspended, ineligible or unqualified;
- iii. influences the result of a match by arrangement;
- iv. is guilty of any other unreasonable conduct which brings the game into disrepute, including behaviour resulting from intoxication by any means including use of recreational substances such as alcohol, marijuana and hallucinogens.

Fines and suspensions shall be enforced as follows:

Grade 1: written warning to MNF. (Note: Two written warnings within 12 months shall constitute a Grade II offence).

Grade 2: Fine of €150. (Note: Two fines of €150 shall constitute a Grade 3 offence)

Grade 3: One year ban from all ESF Championships plus a fine of €300.

2. ESF Juniors/ Masters Circuits

All Junior and Masters circuit entries are deemed to be the responsibility, via their ESID, of the MNF. The MNF shall have the responsibility to respond and take action on any issues as referred by the ESF Board.

Off Court Offences

- a. May relate to any incident occurring from time of arrival to departure from Hotel/venue. Any issues arising must be made in writing, with evidence, and submitted to the Tournament Director for further review and a decision.
- b. In the event that the issue cannot be fully and properly resolved by the event Tournament Director, for whatever reason, the issue and evidence shall be forwarded to the Chairperson of the ESF Junior/Masters Committee. This should reach ESF within 14 days of the date of the incident.
- c. The relevant ESF Chairperson of Juniors/Masters shall review the evidence and decide whether the case justifies referral to ESF's EDP for formal investigation. Such a referral should be made within 3 days of receipt of the evidence, and EDP should investigate and make a decision within 10 days of receipt of the referral unless circumstances warrant an extension of time. The ESF office will inform the relevant MNF that a complaint has been submitted to EDP.
- d. If found guilty, the individual will have 7 days to appeal from the date the letter is sent.
- e. In the event of an appeal this will be considered by the ESF EDAP, and a decision made within 10 days.

On Court Offences

These are the responsibility of the match and Tournament Referees. Based on judgements according to WSF Rules s/he can report to the ESF office who will then refer the matter to the EDP Chairperson for application of appropriate sanction and issue of letter via the ESF Office.

Appeals will be to EDAP, as for off-court offences.

Offences (Grade 1, Grade 2 and Grade 3) as above for Championships

Sanctions shall be enforced as follows:

- Grade 1: Written warning to MNF (note: two written warnings within 12 months shall constitute a Grade 2 offence)
- Grade 2: The ESF may ban the player from Junior/Masters ESF Circuit events, for 3 month period stipulated by ESF.
- Grade 3: The ESF may ban the player from all Junior/Masters ESF Circuit events for a 12 month period stipulated by the ESF.

Appendices:

Appendix E: Code of Conduct Report form