



US Squash Abuse, Harassment, Bullying, and Hazing Policy

The United States Squash Racquets Association (“US Squash”) is committed to providing a safe environment for its members, participants, coaches, officials and volunteers, and has also made the commitment to uphold the values proposed by the U.S. Olympic Committee’s SafeSport Initiative. Sexual, physical or emotional abuse, harassment, bullying, or hazing in any form by any US Squash members, participants, coaches, officials and volunteers is unacceptable and will not be tolerated. When any members, participants, coaches, officials, staff and volunteers are subjected to sexual, physical or emotional abuse, harassment, bullying, or hazing in any form, it undermines the mission and values of US Squash. US Squash advocates build strong self-images among the youth participants, strive to promote good sportsmanship throughout the organization and encourage qualities of mutual respect, courtesy and tolerance.

All members of the organization, as well as parents, spectators and other invitees are expected to observe and adhere to the following principles.

1. Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within the organization and as a part of its events and activities. Physical abuse does not include physical contact that is reasonable designed to coach, teach or demonstrate a squash skill. It also includes any act or conduct described as physical abuse, sexual abuse, or misconduct under federal or state law (e.g., child abuse, child neglect, assault, sexual abuse, sexual exploitation, and rape).
2. Child sexual abuse involves any sexual activity with a child where consent is not or cannot be given. This includes sexual contact with a child accomplished by deception, manipulation, force or threat of force, regardless of the age of the participants. It also includes all sexual interaction between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity.
3. Emotional or verbal abuse is prohibited and may include, but is not limited to: yelling, insulting, threatening, mocking, demeaning behavior or making abusive statements in regard to a person’s race, gender, religion, nationality/ethnicity, sex or age. This may incorporate electronic communication via social media or online sources. Emotional abuse does not include controlled and disciplined verbal communication that is generally accepted in sports as a reasonable method of coaching or teaching the sport.
4. Harassment is a repeated pattern of physical and/or non-physical behavior intended to cause fear, humiliation or annoyance, offend or degrade, create a hostile environment; or reflect discriminatory bias in an attempt to establish dominance, superiority or power over an individual athlete or group based on gender, race, ethnicity, culture, religion, sexual orientation, gender expression or mental or physical disability. It includes any act or conduct described as harassment under federal or state law. US

Squash does not accept physical, sexual, emotional or verbal abuse, harassment or similar misconduct from any person towards athletes, staff, coaches, officials, volunteers, parents, spectators or any other persons while they are participating in or preparing for events or activities conducted under the protection and support of US Squash.

5. Bullying is an intentional, persistent and repeated pattern of committing or willfully tolerating physical and non-physical behavior that is intended, or has the reasonable potential, to cause fear, humiliation or physical harm in an attempt to socially exclude, diminish or isolate the targeted athlete(s) as a condition of membership. It includes any act or conduct described as bullying under federal or state law. This includes using electronic communications, social media, or other technology to harass, frighten, intimidate or humiliate (“cyber bullying”).
6. Hazing involves coercing, requiring, forcing or willfully tolerating any humiliating, unwelcome or dangerous activity that serves as a condition for joining a group or being socially accepted by a group’s members. It includes any act or conduct described as hazing under federal or state law. Activities that fit the definition of hazing are considered to be hazing regardless of an athlete’s willingness to cooperate or participate.

US Squash recommends taking the following precautions to help ensure a safe environment for all members, staff, volunteers, coaches, officials, and participants.

1. Encourage parents to become as active as possible in sponsored activities, practices and other events. The more the parents are involved, the less likely it is for abusive situations to develop.
2. We strongly advise that no adult person allow him/herself to be alone with a child or with any group of children in a private setting during or while they are participating in sponsored activities of US Squash. In particular, in such circumstances, we recommend that coaches or other adult members of the organization:
 - Do not drive alone with a child participant in the car.
 - Do not take a child alone to the locker room, bathrooms, or any other private room.
 - Provide one-on-one training or individual coaching with the assistance of another adult or athlete.
 - Have private conversations with youth participants within view of others instead of a private office.
 - Do not socialize individually with the participants outside of sponsored activities.
3. When traveling overnight with youth participants, children should be paired up with other children of the same gender and similar age group, with chaperones in separate but nearby rooms.
4. Harassment and abuse are defined in various sources such as state law, case law, sports organization and professional association codes of conduct and training manuals, corporate and business workplace documents and human right commission materials. US Squash has not adopted any specific definition of harassment or abuse, choosing instead to defer to such general sources and definition for reference and application, depending on the circumstances. As further elaboration of examples given above, the following generally describe conduct that may be considered harassment or abuse:

- a. Any improper or inappropriate comment, action or gesture directed toward a person or group that is related to race, ethnicity, national origin, religion, age, gender, sexual orientation, disability of other personal characteristic.
- b. Creating an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive.
- c. Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not, and may include, for example, name-calling, threats, belittling, unwelcome advances and requests for sexual favors (as well as undue pressure to perform or succeed).
- d. Harassment includes child abuse.
- e. Child abuse can include physical contact – or the threat of it – that intentionally causes bodily harm or injury to a child. This may include, for example, hitting, shaking, kicking, shoving, and forcing an athlete to train or compete when injured or mandating excessive exercise as a form of punishment. It may also include touching for the purpose of causing sexual arousal or gratification that involves a child, rape, incest, fondling, exhibitionism and sexual exploitation. It may also include chronic attacks on a child's self-esteem, such as psychologically destructive behavior consisting of ridiculing, screaming, swearing, racist comments, threatening, stalking, hazing and isolating.

The entire US Squash community must work cooperatively to promote an environment that is free of sexual, physical or emotional abuse, harassment, bullying, or hazing in any form.

1. US Squash will timely respond to any and all allegations of abuse, harassment, bullying or hazing in matters that are within the purview (scope or extent of function, ability, or authority) and jurisdiction of officials or persons at other levels or of other organizations will be timely responded to and dealt as appropriate.
2. US Squash cannot guarantee complete confidentiality of complaints. However, US Squash will strive to insure that all complaints are handled in a manner that to the greatest degree possible, protects the rights of all parties.
3. When necessary and appropriate, this information will be communicated to the appropriate authorities for investigation and should be reviewed by appropriate officials, with timely notification to the alleged offender of such allegations.
4. Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended until the matter is investigated and resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of the organization and could be harmful to the participants. A person who is accused but later cleared of the charges, may apply to have a suspension lifted or, if applicable, to be reinstated within the organization. Reinstatement is not a right, and no assurance is made that the person will be reinstated to his/her former position.
5. Any person or member organization that fails to appropriately report, who makes a false report or who threatens retaliation or reprisal against an individual for reporting sexual, physical or emotional abuse, harassment, bullying, or hazing in any form will be subject to discipline or other action as may be within the purview and jurisdiction of US Squash.