

## **Wigginton Squash and Rackets Club - Code of Conduct**

As an accredited All England Squash Club (References to Squash also include Racketball – “Squash 57”) it is imperative that all players, social members, coaches, volunteers and visitors read and abide by all appropriate codes of conduct. If any member feels in any way that others within the club are not following these codes of conduct then they should contact the chairperson, or any committee member, as soon as possible.

England Squash supports the Rules of Squash as published by the World Squash Federation and is responsible for the publication of the current Squash 57 (Racketball) rules.

All Members of Wigginton SRC are entitled to freely enjoy their membership of the Club and the following codes of conduct are there to ensure that all those associated with the club can do so in a cooperative and friendly environment.

- You are entitled to be treated with courtesy and respect at all times and conversely you must treat all other members and staff with courtesy and respect. You don't have to like every other member but you do have to treat every other member with respect.
- All Members are deemed to be equal. This is irrespective of the length of time the member has been associated with the club. It does not matter if you have been a member of the Club for 20 minutes or for 20 years. You still have exactly the same rights and responsibilities.
- Please bring a tolerant approach to your membership. Please be aware of the impact your behaviour is having on your fellow members and be prepared to moderate your behaviour if others aren't as amused as you think they should be.
- No one should act in a negative or destructive manner towards the club, its events or its members. This does not preclude fair and reasonable comment appropriately and fairly expressed
- Uphold the same values of sportsmanship off the court as well as on
- Wigginton SRC **has a zero tolerance policy for all inappropriate behaviour.**
- If you experience or witness any of the following behaviour at the club, on websites or on social media, please report the incident in writing, within two weeks of the incident to the committee chairperson.
  - Racism, Sexism, Sexual Harassment, Abuse: Verbal or Physical, Intolerance of a person's religion, gender identity or sexual orientation
- Behaving in a way that disturbs the enjoyment of the event/discussion for other people
- Any other actions deemed to be intentionally hurtful, harmful, threatening or inappropriate. This includes the right to challenge any inappropriate behaviour and language by all others involved directly or indirectly with the club.
- Consistently promote positive aspects of the sport such as fair play and never condone violations or the use of prohibited or age-inappropriate substances.

- We aim to enforce the right for all WSRC members to enjoy their social club in an environment that is safe and without risks to health, violence and aggression.
- Avoid destructive behaviour and always leave courts and changing facilities in clean working order and as you found them.
- Never consume alcohol to excess.
- Illegal substances will not be allowed on the premises at any time and anyone found to be under the influence, or in possession, of these substances will be asked to leave and may be subject to disciplinary action.
- Take reasonable care in all circumstances of any member or guest under the age of 18 who is at an event without a parent or person with parental responsibility.

Any violation of the Code of Conduct should be reported to the committee and may result in a written letter of warning, the suspension or termination of membership.

### **Disciplinary Procedure**

1. The Management Committee has the right to suspend or withdraw the membership of any member whose conduct, whether on the Club premises or elsewhere, is considered by the Management Committee to be detrimental to the best interests of the Club, its reputation or in violation of the Wigginton SRC Code of Conduct.
2. The Committee shall have the power to suspend the Member from the club pending the hearing of the case against them.
3. No Member shall be suspended, or expelled, without first being summoned before the Committee and full opportunity given to advance an explanation or defence. The Committee then present shall vote for their suspension or expulsion. The Chairperson of the Committee who hears the case shall not have a casting vote on this occasion.
4. The committee will notify the member within 7 days, in writing the outcome of any disciplinary procedure and if any further action is to be taken.
5. A suspended Member, shall cease to have any of the privileges of Membership, which for the avoidance of doubt shall include where appropriate, the right to vote at any general meeting of the Club, nor may he be nominated for or hold a committee position whilst suspended, but they shall remain liable to pay all subscriptions, levies and other monies due.
6. There will be no option to appeal the decision but a banned member may reapply to join the club after any ban has expired. The application will be considered and voted on by the committee.

### **Confidentiality**

All members shall be entitled to the rights of confidentiality in respect of any complaint made by them or against them and including any actions that may be taken by the club or committee.