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Affiliations

World Squash Federation
Australian Commonwealth Games Association
Oceania Squash Federation
Confederation of Australian Sport
Australian Olympic Committee

SPORT SCIENCE SPORT MEDICINE POLICY

(SSSM Policy)



VERSION CONTROL

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| Version 1.0 | June 2016 |
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Principal Partner



Official Ball



Sport Science Sport Medicine Policy

1. Introduction

1.1 This Squash Australia Sport Science Sport Medicine Policy (**'Policy'**) is expressly made as a by-law of Squash Australia under clause 19 of the Squash Australia Articles of Association (**Articles**). Words and phrases in the Articles have the same meaning in this By-Law and this document is to be read in conjunction with (and subject to) the Articles. The interpretation of this document is solely the province of the Board of Squash Australia.

1.2 Squash Australia (**Squash Australia**) will ensure that all sport science and medicine (**SSSM**) contractors/staff members (**SSSM Staff**) are appropriately qualified, supervised and subject to the Policy, Squash Australia's Anti-Doping Policy and applicable codes of conduct.

1.3 Employment of SSSM Staff will be by an open and competitive process with high selection standards. There should be adequate checks to exclude individuals with current or past anti-doping rule violations or a history of inappropriate conduct in relation to supplements and/or medications.

1.4 All SSSM Staff are bound to comply with the SSSM policies (as defined in clause 2 of the Policy) and applicable codes of conduct.

1.5 Any independent contractors engaged to provide SSSM services to Squash Australia will be obliged under a service agreement to comply with SA's SSSM Policies and applicable codes of conduct.

1.6 SSSM Staff should:

- attain minimum standards for professional qualifications and, if applicable, professional accreditation, that will be discipline specific (see appendix 1);
- undergo constant peer-review including annual peer-review of new and existing practices and procedures;
- work to written and approved protocols in relation to ethical research;
- adhere to industry quality assurance standards and actively engage in continual professional development, thereby reducing:
 - isolation of practitioners working in the field
 - potential conflicts of interest for practitioners embedded entirely within a sport.

2. SSSM Policies

Squash Australia will implement, periodically review and enforce a robust SSSM framework, including the following policies (together, the **SSSM Policies**):

- 2.1 Anti-Doping Policy – Regulation 3 of Squash Australia's Regulations;
- 2.2 Medications and Injection Policy – Regulation 9 of Squash Australia's Regulations;
- 2.3 Dietary Supplements Policy – Regulation 10 of Squash Australia's Regulations; and
- 2.4 this Policy.

3. Education

3.1 Squash Australia will educate athletes, coaches and staff in relation to Squash Australia's SSSM Policies, specifically in relation to the appropriate use of prescription medications and supplements.

3.2 Squash Australia will provide education programs to supplement the SSSM Policies. Such education will be included as induction policies for all new athletes, coaches, SSSM staff and other relevant staff.

3.3 Squash Australia will maintain an accurate register of all players, coaches and relevant staff that have been provided with appropriate education, and an appropriate induction process, including familiarisation with relevant policies.

3.4 Squash Australia will ensure that the SSSM Policies are enforced, including appropriate sanctions for breaches, and that confidential processes are available to allow reporting of suspected breaches.

3.5 Squash Australia has formal investigation and disciplinary processes applicable to SSSM Policy breaches by employees and athletes. Where an individual is found to have breached the SSSM Policies, Squash Australia may impose disciplinary sanctions in accordance with the disciplinary processes.

3.6 Breaches of any SSSM Policy by SSSM contractors will be addressed via the provisions of their contract.

3.7 Investigations of alleged anti-doping violations will be covered under Squash Australia's Anti-Doping Policy (Regulation 3). Where applicable, Squash Australia will refer any matters directly to ASADA or relevant law enforcement agency as appropriate.

4. Reporting

4.1 Squash Australia will implement a reporting framework to assist its board (**Board**) and senior management to discharge their obligations to be informed about and to oversee Squash Australia's SSSM practices. The Board and senior management of Squash Australia have a positive obligation to inform themselves as to SSSM practices of Squash Australia, to ensure they are best practice, promote a culture of integrity and to comply with legislative and regulatory requirements.

4.2 Squash Australia will establish an Integrity Committee (**Committee**). This will be a three-person Committee established by the board. There will be a periodic reporting system to the Committee in regards information detailing the use of supplements and prescription medications by players over the reporting period, and any variances over the preceding 12 months. This report will include:

4.2.1 How many new Board members, employees, coaches and athletes have commenced with Squash Australia over the reporting period and of those, how many have undergone an induction process including familiarisation with the SSSM Policies.

4.2.2 Any change in key personnel involved in Squash Australia's SSSM program.

- 4.2.3 If all SSSM Staff, including consultants, have had full background checks before being employed or engaged.
- 4.2.4 If all SSSM Staff are appropriately qualified and, if applicable, accredited by an industry accreditation body.
- 4.2.5 If all SSSM Staff are employed on either employment agreements making them bound by Squash Australia's SSSM Policies, or engaged under contracts requiring them to comply with the SSSM Policies and including a right of termination in the event of breach.
- 4.2.6 If any external SSSM consultants have been engaged, and if so in what capacity.
- 4.2.7 If any SSSM Policy breaches have been detected in the reporting period.
- 4.2.8 Identification of any reports of suspected breaches to the SSSM Policy and subsequent management action taken during the period.
- 4.2.9 If current information on the SSSM Policies is up to date and available.
- 4.2.10 How many players are currently listed on Squash Australia's self-injection register.
- 4.2.11
- 4.2.12 A list of supplements/medication being overseen and distributed by Squash Australia during the reporting period, and identification of variances in year to year usage.
- 4.2.13 A summary of any Therapeutic Use Exemption (**TUE**) administered during the reporting period, including the circumstances of their use and sign-off by the administering doctor, and identification of variances in year to year TUE usage.
- 4.2.14 Financial analysis of Squash Australia's expenditure on supplements/medication.
- 4.2.15 The report should detail any other matters of known or suspected issues in relation to the SSSM Policies and/or reported misuse of prescription medication.
- 4.2.16 This report should be signed off as true and accurate by management on the same basis as financial reporting, with an assurance that all SSSM practices during the period have complied with the SSSM Policies.

4.3 To facilitate the Board's oversight function, management will have an appropriate process in place to collect and provide relevant information to the Board on a periodic reporting basis. This process should be communicated to relevant athletes and staff as applicable, including:

- 4.3.1 a reminder of supplement/medication program principles and goals;
- 4.3.2 expected practice (including a statement reminding all athletes and staff not to engage in the process of taking or acquiring supplements/medications from sources external to Squash Australia without consulting and receiving documented approval from Squash Australia);

- 4.3.3 key documents required from each tier of Squash Australia;
- 4.3.4 personnel responsible for specific signoffs and authorisation at each tier of Squash Australia; and
- 4.3.5 a confidential reporting process that encourages a culture of openness and overall athlete wellbeing as a top priority of Squash Australia.

Appendix 1 – Support Service Minimum Accreditation Standards

Medical Practitioner

- Full medical practitioner registration with the Australian Health Practitioner Regulation Agency.
- Fellowship of the Australian College of Sports Physicians (or equivalent).

Physiotherapy:

- Tertiary qualifications in Physiotherapy with a Masters/PhD in Sport Physiotherapy an advantage (but not essential).
- Must be a registered physiotherapist with the APA.
- Must be registered with the Australian Health Practitioners Regulation Agency.

Massage Therapy:

- Diploma of Remedial Massage (or equivalent qualifications in Myotherapy) AMT, AAMT, or registration with equivalent professional association.
- Eligible for all health fund provider numbers.

Psychology:

- Tertiary qualifications in Psychology with a Masters/PhD in Sport Psychology.
- Registered Psychologist with AHPRA.
- Eligible for membership of APS College of Sport Psychologists.

Nutrition:

- Tertiary qualifications in Nutrition and Dietetics with a Masters/PhD in a relevant discipline an advantage (but not essential).
- Must be a registered as an Accredited Practicing Dietitian with DAA.
- Must be an Accredited Sports Dietitian with SDA.

Strength & Conditioning:

- Tertiary qualifications in Sport Science/Strength and Conditioning with a post graduate qualification in a relevant discipline an advantage (but not essential).
- Eligible for Membership of ASCA Professional Coaches Association at Professional level.

Physiology:

- Tertiary qualifications in Physiology or equivalent discipline with a Masters/PhD in Physiology preferred (but not essential).
- Eligible to meet employment requirements within the Australian SIS/SAS system.
- Follow NSSQA guidelines and meet their certification standards where applicable.

Biomechanics:

- Tertiary qualifications in Biomechanics or equivalent discipline with a Masters/PhD in Biomechanics preferred (but not essential).
- Eligible to meet employment requirements within the Australian SIS/SAS system.
- Follow NSSQA guidelines and meet their certification standards where applicable.

Personal Excellence:

- Tertiary qualifications in Education, Psychology, Career Guidance, Personal Development and/or other relevant area
- Eligible to meet employment requirements within the Australian SIS/SAS system.
- Eligibility for membership of the Career Industry Council of Australia (CICA).

Skill Acquisition (optional/bonus due to limited number within SIS/SAS system):

- Tertiary qualifications in Skill Acquisition or equivalent discipline with a Masters/PhD in Skill Acquisition preferred (but not essential).
- Eligible to meet employment requirements within the Australian SIS/SAS system.