



# US Squash High Performance Program, Code of Conduct & Participant Agreement

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## OVERVIEW

The US Squash High Performance Program (HPP) supports squash “Athletes” (professional, aspiring pros and potential Team USA members) in their goals to reach their full potential as competitors in world ranking, team and individual on-court performance and off-court behavior.

The HPP provides meaningful assistance, allowing players to succeed in both training and competition. The HPP also provides the foundation for the working relationship between Athletes and US Squash. It is intended to mainly support full-time squash professionals. Athletes participating in full, or part time employment or education may not receive 100% funding. HPP athletes are expected to participate in HPP specific programs at the Specter Center to receive 100% of their eligible funding level.

## PROGRAM DETAILS

### Elements of the HPP include:

- Direct funding as a contractor in support of training and competing.
- Potential eligibility for health, dental and vision insurance coverage through U.S. Olympic & Paralympic Committee (USOPC), agreement.
- Coaching support from the US Squash National Coach.
- Onsite training programs at the Specter Center including group and individual coaching.
- Guidance with training programs and tournament scheduling.
- Performance related support including strength and conditioning, physiotherapy, sports psychology, and nutritional support.

### HPP Support Level Details

To be eligible for the program, Athletes must be U.S. citizens and meet the minimum PSA ranking level. Funding is not decided by PSA World Ranking solely, other factors to be considered are:

- Number of years on tour
- Current ranking
- Ranking trend (one, three, five years)

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- Wildcard opportunities
- Actual position in the U.S.
- Team USA participation
- HPP participation at the Specter Center
- Residency
- Future potential
- Level of commitment
- Conduct
- Achievement of goals
- Injury

For 2023-2024, there are six levels of HPP support.

Direct Support Level	Ranking Range		Amount Per Year
Level 1	1	15	\$40,000.00
Level 2	16	30	\$32,500.00
Level 3	31	50	\$25,000.00
Level 4	51	100	\$20,000.00
Level 5	101	150	\$15,000.00
Level 6	151	250	Access

- Note that there is up to a 25% reduction in funding based on non-residency in Philadelphia and a further potential 25% reduction based on the level of commitment to pursuing professional squash as a career.
- US Squash reserves the right to review the funding levels annually. Any adjustments will be communicated to qualifying athletes.

Funding for qualified Athletes will be paid quarterly.

## Fundraising

It is expected that Athletes will comply with reasonable requests to support Team USA fundraising efforts. This will likely involve attending occasional receptions and dinners, some appearances and exhibitions or other activities, similar to PSA tour obligations. None will be scheduled in a way that would adversely affect training or competition.

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## **Exhibitions**

Athletes may play in exhibitions as professionals without limitation. Some Team USA exhibitions may be required by US Squash, however these will be scheduled at a mutually convenient time and location, and planned so as not to interrupt Athletes' competition schedule and training goals.

## **Sponsorship**

Athletes may engage in endemic and non-endemic sponsorship relationships directly with companies and to their direct personal benefit. Athletes are advised to consult with US Squash prior to entering major long-term agreements in order to help avoid any potential conflict.

When competing for Team USA, US Squash sponsor relationships take precedent in the rare potential circumstance in which there is a conflicting sponsor for the team overall or for the team for the event. In the case of multi-sport competitions, more limitations to non-event sponsors will apply (Pan Am Games, Olympics).

## **National Teams**

Athletes in the HPP must agree to compete for Team USA if they qualify unless prohibited by injury or other extraordinary circumstance. Athletes must also adhere to team rules regarding travel dates, wearing of uniform and Code of Conduct.

## **Social Media**

As a member of the USOPC, US Squash and its Athletes must adhere to the USOPC Social Media Policy when applicable, and provided as an appendix to this agreement.

## **Policies, Guidelines and Codes of Conduct**

Athletes in the HPP must agree to all US Squash Policies, Guidelines, the US Squash Code of Conduct and the HPP Athlete Code of Conduct, as well as agree to comply with all U.S. Anti-Doping Agency (USADA) requirements in and out of competition.

## **Employment Status**

Athletes are contractors of US Squash and serve in this role at the complete discretion of US Squash regardless of the criteria and qualifications.

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ATHLETE NAME

**Membership in the High Performance Program (the “HPP”) and competing for Team USA is a privilege, not a right.** If I qualify as a member of the HPP per the criteria outlined by the United States Squash Racquets Association, Inc. (“US Squash”), I pledge to uphold the spirit and values of the US Squash Code of Conduct and this HPP Athlete Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the HPP.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

**As a member of the HPP, I hereby promise and agree that I:**

- will abide by all rules related to the HPP criteria as approved by US Squash;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic and Paralympic Committee (USPOC) or the World Squash Federation rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- am eligible to compete under the rules of World Squash Federation;

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- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of the HPP, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow the HPP rules, including by way of example, rules regarding curfew and required attendance at team meetings;
- am aware that US Squash sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated US Squash apparel at all official Team functions and events;
- will not conceal or cover-up any US Squash sponsor, supplier or licensee brand or other identification appearing on my US Squash apparel;
- agree to be filmed and photographed by the official photographer(s) and network(s) of US Squash under conditions authorized by US Squash and give event organizers and US Squash the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may US Squash or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my US Squash apparel or equipment or the use of the US Squash logo for the purpose of trade, without the prior written consent of the US Squash (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my teammates, US Squash and the United States; and
- will remember that at all times I am an ambassador for my sport, my country.

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and US Squash

I understand that failure to comply with any of the above provisions may lead to disciplinary action which may include:

- Removal from Team USA.
- Suspension from training and/or competition.
- Elimination of US Squash support and other benefits.
- Forfeiture of US Squash HPP membership and associated benefits.

US Squash is committed to principles of fairness, due process and equal opportunity. HPP members are entitled to be treated fairly and in compliance with US Squash By-laws, policies, and procedures. Members are entitled to notice and an opportunity for a hearing before being prevented from participating in protected competition as that term is defined by the USOPC Bylaws. Information on the processes for grievances, suspensions, and appeals is available at [www.ussquash.org](http://www.ussquash.org).

Nothing in this Code shall be deemed to restrict the individual freedom of a US Squash HPP member in matters not involving activities in which the athlete could not be perceived as representing US Squash. In choices of appearance, lifestyle, behavior, and speech while not representing US Squash, HPP members shall have complete freedom, **provided their statements and actions do not adversely affect the name and reputation of US Squash.**

However, in those events where one is representing, **or could be perceived as representing US Squash**, US Squash demands that its HPP members understand and agree to behave in a manner consistent with the best traditions of sportsmanship and US Squash's core values.

I have read this Code, fully understand its terms, and sign it freely and voluntarily without any inducement.

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HPP Member Signature

Date

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United States Squash Racquets Association, Inc.

Date

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