



Reciprocity Policy

Current as of: 11/04/2020

Definitions

1. The following terms have these meanings in this Policy:
 - a) "Individuals" – All categories of membership defined in Cheer Canada's Bylaws, as well as all individuals employed by, or engaged in activities with, Cheer Canada, PTSOs and Member Clubs including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, Directors and Officers, spectators, and parents/guardians of athletes
 - b) "Days" – Days including weekends and holidays
 - c) "PTSO" – Provincial/Territorial Sport Organizations affiliated with Cheer Canada
 - d) "Member Club" – A club or league affiliated with a PTSO or with Cheer Canada

Purpose

2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Cheer Canada, PTSOs, and Member Clubs.
3. Cheer Canada recognizes the importance of safe sport for all participants in cheerleading throughout the country. Cheer Canada also recognizes its obligation to engage an independent third party to handle and/or investigate all matters involving harassment, discrimination, abuse, workplace harassment, workplace violence, and sexual harassment.

Application

4. This Policy applies to all Individuals, PTSOs, and Member Clubs.

Responsibilities

5. Cheer Canada will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to all PTSOs and to the Member Club(s) with which the Individual was affiliated,
 - b) For discipline decisions provided to Cheer Canada by a PTSO or by a Member Club, determine per the Discipline and Complaints Policy whether to initiate further action against the Individual(s) named in the decision,
 - c) Recognize and enforce the disciplinary sanctions imposed by a PTSO and/or a Member Club.
6. PTSOs will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to Cheer Canada and to the Member Club(s) with which the Individual was affiliated,
 - b) For discipline decisions provided to a PTSO by Cheer Canada or by a Member Club, determine per its own policies whether to initiate further action against the Individual(s) named in the decision,
 - c) Recognize and enforce the disciplinary sanctions imposed by Cheer Canada and/or a Member Club,
 - d) Update their governing documents to reference the reciprocity procedures described herein.
7. Member Clubs will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to Cheer Canada and to the PTSO with which the Member Club is affiliated,
 - b) For discipline decisions provided to a Member Club by Cheer Canada or by a PTSO, determine per its own policies whether to initiate further action against the Individual(s) named in the decision,
 - c) Recognize and enforce the disciplinary sanctions imposed by Cheer Canada and/or a PTSO,
 - d) Update their governing documents to reference the reciprocity procedures described herein.

Appeals

8. Decisions made in accordance with this Policy are not appealable.