



## Athlete Recruitment Policy 2020

Athlete poaching is considered unethical behaviour and a serious offence by the New Zealand Cheer Union and its members. This document establishes a clear policy on what is considered acceptable and unacceptable behaviour in relation to athlete recruitment.

### Unacceptable behaviour

It is never acceptable for any club representative to directly or indirectly approach an athlete, or parent/guardian of that athlete, who is actively registered with another club with a view to encourage them to join their club or to represent their club in competition.

It is never acceptable for any club representative to offer inducements to an athlete, or parent/guardian of that athlete, who is actively registered with another club.

Club representative includes but is not limited to: coach, manager, administrator, or Director.

Direct contact includes but is not limited to: person to person conversation via face-to-face, telephone, email, social media, messaging services.

Indirect contact includes but is not limited to: asking another person to make direct contact on behalf of the club openly or discretely.

Inducements are defined as persuasion by enticement, threat or urging to pursue a particular course of action.

Actively registered is defined as being enrolled at a club and participating in a team/class.

### Acceptable behaviour

It is acceptable for an athlete, or parent/guardian of that athlete, to initiate contact with another club with a view to joining that club or to represent that club in competition, providing the contact was not influenced in any way through direct or indirect contact by that club.

If a club wishes to recruit an athlete from another club for a competition (i.e. approach a specific athlete for a particular reason, and the athlete hasn't approached the club), then the club wishing to recruit the athlete must make direct contact with the athlete's club to seek permission. Under no circumstance can a club (i.e. representatives of a club) talk to the athlete or parent/guardian of that athlete, without permission from the club they are actively registered to.

Advertising for club programmes and for athlete registrations is not considered poaching. If an athlete actively registered with a club (Club A) has indicated they would like to attend an event





(e.g. trials/trainings) for another club (Club B) with the potential to change clubs, then it is recommended that Club B make contact with Club A to advise them.

If an athlete from a club (Club A) wants to attend an event, such as an open gym/stunt clinic etc. at another club (Club B), then the athlete should seek consent from their registered club (Club A) and while at the event the above rules for unacceptable behaviour apply and club representatives (Club B) should not directly or indirectly approach the athlete with the encouragement of switching clubs.

All clubs should take an open and honest approach to communicate athlete movement.

## **NZCU Regulatory Framework**

Clubs will be held accountable to this policy, and it is therefore the clubs' responsibility to ensure their representatives are acting in an acceptable way. Persons bound by this Policy shall show commitment to an ethical attitude. They shall behave in a dignified manner and act with complete credibility and integrity. Breaches of this Policy are punishable by the Disciplinary Procedures contained in the NZCU Rules, as relevant.

The following NZCU Rules are applicable:

25.0 Policies to govern the Society

28.0 Disciplinary Procedures

30.0 Sporting Ethics

31.0 Sporting Tribunal

## **Process**

Should an instance of unacceptable behaviour (as outlined above) occur, clubs can submit an incident report regarding the circumstances and NZCU will investigate as per the current policies and processes. As per NZCU Disciplinary Procedures, where ruled necessary, the NZCU Board or the Sporting Tribunal will be engaged to make a determination in the matter.

