



USASF/IASF GYM MEMBERSHIP

PROFESSIONAL RESPONSIBILITY CODE

The mission of the USASF/IASF is to promote the positive life experience of all star cheerleading and dance. The USASF is a not for profit organization that is dedicated to safety standards, coaches' education and providing a safe environment that allows for the continued growth of all star cheerleading and dance across the country. The USASF/IASF grants the privilege of membership to individuals and organizations committed to that mission. This privilege may be withdrawn by the USASF/IASF if it is found that the member's conduct is not in line with the mission of the organization or the best interest of the sport and those who participate in it.

The USASF/IASF has adopted this Professional Responsibility Code. The Professional Responsibility Code listed below is intended to establish written principles that should guide conduct to all USASF/IASF Gym membership in situations that have Professional ethical implications.

This Professional Responsibility Code is offered to confirm to the members of the USASF/IASF the intent and will of the USASF/IASF leadership to safeguard the best interests of the sport by having USASF/IASF Gym members act professionally and responsibly at all times. These acts of Professional Responsibility are guidelines suggested in order to maximize not only the integrity and legitimacy of the All Star Industry, but to safeguard the children that participate.

The items listed in Category 1 and Category 2 are not eligible for non-compliance review as these are not rules but guidelines suggested. Category 3 and Category 4 are designed to clarify that USASF/IASF Gym owners will be held accountable for the actions of their employees, their clients, and their athletes. Under these categories, any violations may be subject to non-compliance for review as listed in the protocol in this document.

CATEGORY 1

PROFESSIONAL RESPONSIBILITY BETWEEN GYM OWNER AND EMPLOYEE/HIRING

(Cannot be brought before the disciplinary committee for non-compliance)

1. Check References upon hiring of all employees who have direct contact with children
2. Background checks on all employees that work with children
3. Fingerprinting for all employees that work with children
4. Implementation of a proper chain of command between the employees and the clients, employees and competitors, employees and event producers.



5. Implementation of a policy for Employees regarding inappropriate conduct between employees and the clients through modern technology:
 - a. Establish and implement clear policies regarding interaction between employees/clients
6. Implementation of clear policies regarding social networking sites such as MySpace/Facebook/Twitter between employees/previous and current clients.
7. Implementation of clear policies regarding texting interaction between employees and previous and current clients.
8. Establish Gym and Coaches qualification guidelines to include:
 - a. USASF Coaches Credentialing
 - b. AACCA Certification for gym owner/cheer director
 - c. Gym Certification by the USASF
 - d. CPR/First aid training
 - e. Establish and practice with all staff Emergency Plan of Action

CATEGORY 2

PROFESSIONAL RESPONSIBILITY BETWEEN GYM OWNER AND CLIENT/PARENT

(cannot be brought before the disciplinary committee for non compliance)

1. Educate your clients regarding proper protocol at all events bearing your gym name.
2. Educate your clients regarding inappropriate use of technology that directly relates to your business.
 - a. Client contract is encouraged to include not utilizing/sharing client information including phone lists, email addresses to protect clients from personal identification fraud and privacy issues.
 - b. Client contract is encouraged to include a zero tolerance policy for unsportsmanlike conduct on message boards, blogs, email or at events.



CATEGORY 3

PROFESSIONAL RESPONSIBILITY BETWEEN GYM OWNER AND ATHLETE

(eligible for review for non-compliance. Must follow the non-compliance protocol set forth in this document)

1. It is the Professional Responsibility of the gym owner to know and understand all the rules and policies of the USASF.
2. It is the Professional Responsibility for all USASF Gym members to develop and implement a gym policy that educates and holds accountable that the athletes representing your gym are USASF members and as such any unsportsmanlike conduct may have disciplinary consequences not only for the athlete but for the Member Gym.
3. It is the Professional Responsibility for all USASF Gym members to provide documentation upon request that athletes representing your gym are age compliant with the guidelines established by the USASF.
4. It is the Professional Responsibility for all USASF/IASF Gym members to insure that you have been provided with authentic verification of the athlete's age by client.
5. It is the Professional Responsibility for all USASF/IASF Gym members to provide your athletes with your written policies regarding your gyms expectations of their behavior whenever they represent your gym.
6. It is the Professional Responsibility for all USASF/IASF Gym members to follow and uphold the USASF/IASF Sportsmanship Code of Conduct (attached) and all its components for your employees, volunteers, clients and athletes affiliated with your gym.



CATEGORY 4

PROFESSIONAL RESPONSIBILITY OF USASF/IASF MEMBER GYM OWNER

(eligible for review for non-compliance)

1. All Gym members of the USASF/IASF have a Professional Responsibility to protect and preserve the sport of All Star Cheerleading and Dance, to the industry and to the rules and regulations which govern it.
2. All Gym members of the USASF/IASF have a Professional Responsibility to carry liability insurance.
3. It is the Professional Responsibility of Gym members of the USASF/IASF to not misrepresent the policies or actions of the USASF/IASF or its authorized representatives.
4. It is the Professional Responsibility of Gym members of the USASF/IASF to maintain and keep current all appropriate state, and local business licensing requirements.
5. It is the Professional Responsibility of Gym members of the USASF/IASF to not knowingly make false claims pertaining to membership, credentialing on applications, advertising, and marketing for any events.
6. It is the Professional Responsibility of Gym members of the USASF/IASF to report challenge or file a non-compliance statement upon the first instance of violation of established procedures.
7. It is the Professional Responsibility of Gym members of the USASF/IASF to not make false statements on registrations, advertising or marketing materials in regards to USASF/IASF membership, or credentialing, or certifications.
8. It is the Professional Responsibility of Gym members of the USASF/IASF to not misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations of their gym, coaches, members, clients or other USASF/IASF members.
9. It is the Professional Responsibility of Gym members of the USASF/IASF to not knowingly disseminate false or misleading information about another member.
10. It is the Professional Responsibility of Gym members of the USASF/IASF to not misrepresent the nature or extent of any injury in order to participate (cause an athlete to participate in a competition, camp or other activity) when such participation is inconsistent with the appropriate medical response to the injury.
11. USASF/IASF Gym members have a Professional Responsibility to avoid both actual and perceived conflicts of interest in the conduct of business on behalf of the organization. It is inconsistent with this obligation for any member to use, or be perceived as using, USASF/IASF properties, services, opportunities, authority or influence to gain private benefit in any capacity.



USASF/IASF PROTOCOL FOR NON COMPLIANCE OF THE

PROFESSIONAL RESPONSIBILITY CODE

Enforcement of the Professional Responsibility Code:

Any individual who believes that a USASF/IASF Gym member has failed to meet his or her professional obligations under this code is encouraged to first address concerns directly with the member. If that action does not result in a satisfactory resolution, then the individual may file a written complaint addressed to the President of the USASF. The following information must be included in the written complaint.

1. Name/USASF membership and contact information of the individual filing the complaint.
2. Name and contact information of the gym /individual in question.
3. Reference under which Category (3 or 4) and which line item the misconduct falls under.
4. The complaint must be signed and provide a brief description of the alleged misconduct.

Once received, the complaint will be reviewed, and where appropriate, additional discussions with the complainant and/or member who is the subject of the complaint will take place.

The President may:

1. Determine the complaint does not merit further action
2. Counsel the member who is the subject of the complaint and record both the complaint and the nature of the counseling in the member's permanent record.
3. Refer the complaint, as appropriate, to the state or regional chairs/committees for review and await recommendation of disciplinary action by said committees.
4. Process the complaint with written documentation to the individual filing the complaint and the person who is the subject of the complaint.