

**Meeting of the Standing Committees
Ethics Committee**

International Cheer Union

Date: Tuesday 22 April 2014

Time: 13:00 / 1:00 PM EST (New York City Time Zone)

Location: Disney's Coronado Springs Resort

-

1. Welcome and Call to Order- Secretary General Karl Olson

2. Roll Call / Introductions- Secretary General Karl Olson

- [Mike Jacki (USA)- ICU Ethics Committee Chairperson
 - [Damien Ng (Singapore)- Singapore National Federation President
 - [Wayne Oberem (South Africa)- ICU Councilmember Africa
 - [Takako Hashiba (Japan)- ICU Technical Committee
 - [Ronald Alan (Costa Rica)- ICU Councilmember
 - [Pamela Chang (Ecuador)- ICU Athlete Commission Advisor
 - [Dr. Edward Todderud (UCA)- ICU Medical Commission Chair
 - [Matt McDonough (USA)- ICU Sport Integrity Chairperson
 - [Dr. Jan Becker (Germany)- German National Federation President
 - [Aljaz Britic Esq. (Slovenia)- ICU Entourage Commission Chair.
- Apologies, flight delays

3. Introductions of Invited Guests- Secretary General Karl Olson

- [Alfredo LaMont (USA)- ICU Advisor
- [Tone Sparby (Norway)- ICU Vice President
- [Mike Cooper (USA)- ICU Technical Director
- [Dr. Stefen Haug (Germany/Bahrain)- ICU Medical Commission
- [Rodrigo Anguita (Chile)- ICU Councilmember South America
- [ICU Support staff: Cristen Marzula and Catherine Morris (Logistics), Chantal Canales (Spanish translation), Yurika Hori (Japanese translation)

4. Plan of Meeting and Objectives- Chairperson Mike Jacki

- [Objectives: ICU is committed to the highest standard of ethics and integrity and these standards must be applied to all aspects of the Cheer extended family- all of whom are expected to follow the ICU's Code of Ethics

- Overall begin to further educate the organisation on the Code of Ethics, and install effect measures for reinforcement of the Code and provide a means for all stakeholders to confidentially report infringement of the Code
- Develop a course of action to assure the Code is effective- to protect our sport
- Further review ICU's documents and educate our stakeholders to assure awareness is in place for the benefit of the Cheer extended family
- Sport integrity is a very significant part of protecting our sport and athletes-including, and not limited to Illegal Betting and match fixing. A separate group has been assigned to individually address this important issue- and documents and systems development for Sports Integrity is engaged in this process. Matt McDonough will be heading this group- and will provide reports to assist in this critical effort
- Documents on policies and procedures and contact information to assist these objectives are located on the ICU website
- A further review of these documents is critical, and encourages the Committee to begin very much familiar with existing policies and paths for stakeholders to report grievances
(documents are recirculated to the Committee Members)

5. Code of Ethics Stakeholders- ICU Ethics Commission Chair Mike Jacki

- | | | | |
|-----------|------------|----------------------|--------|
| -Athletes | -Officials | -Entourage personnel | -NFs |
| -Coaches | -Officers | -Family/Friends | -Other |

6. Open discussion/issues

- [Wayne Oberem (South Africa)- Adds that this list appears similar to the list of Entourage members, but different to protect all of the stakeholders within our Sport. Asks for further clarification on the submitted documents
- [Mike Jacki (Chairperson)- Refers the Grievance Procedure document as an excellent entrance point for stakeholders to inform the committee of problems, additionally an email address for anonymity for anyone who feels there is a break in Ethical behavior

- [Pamela Chang (Ecuador)- Suggests the anonymity is critical, similar to the Athletes Commission- people in association with the ICU should feel absolutely comfortable to report their grievances. Granted, many won't be warranted, which this committee can review, but many will be very real of course.
- [Ronald Alan (Costa Rica)- As ICU develops, many people will have fear to report problems- that they may have problems with unfair treatment for only notifying us of unethical behavior, this will probably become more of an item to review as ICU grows
- [Mike Jacki (Chairperson)- Fully agrees, and encourages each committee member to remember this as time comes. Very important- it is critical for all stakeholders to come forward to the ICU with any problems or grievances so we can keep a written record of these actions. The ICU Ethics Committee cannot help unless we know there is an issue
- [Matt McDonough (ICU Sports Integrity) – We understand that the ICU is in its beginning stages on all issues on Sports Integrity as well, and policies and procedures document has be circulated for review. ICU has a separate group to meeting on this complex and growing issue- and its quite important that the Ethic Committee is provided updates as this item will encroach into important issues of Ethics and our Code. More to be provided on this in the coming
- [Takako Hashiba (Japan)- Encourages that the ICU provide this information as education to the coaches, and all members of our sport. Awareness is very important. In Japan, education is provided to prepare for negative influences and to prepare them for success. This would be a good policy to duplicate everywhere
- [Dr. Jan Becker (German)- This is also important for the athletes commission, so the athletes know where to go
- [Pamela Chang (Ecuador)- Fully agrees
- [Rodrigo Anguita (Chile)- Adds, this problem is greater in Chile- where the cheer athletes and coaches are in the lower income bracket and it's easy for outside influences to come in and have a negative effect on their behavior. This will be a growing problem
- [Mike Jacki (Chairperson)- Responds, that this is important and the Committee will need to provide a platform for the committee to receive this information, so action and a response can be provided. Without a method of reporting, the Committee cannot help. The ICU website will make this accessible and this will be circulated to the committee to help. No other comments

7. Proposals/recommendations- ICU Ethic Commission Chair Mike Jacki

- Review and education of ICU's Code of Ethics, Grievance Procedures, Reporting process, and ICU's policies and procedures for Illegal Betting and Match Fixing- as well as emerging Sport integrity issues
- Affirm policies and ethical items to protect the stakeholders of our sport
- Establish reporting- always keep the integrity of our sport in the front in all decisions
- Add a section to the ICU website where complaints can be filed, and addressed for our stakeholders- be sure this is well communicated
- Assure Federation rules are also in place to assure the protecting of the integrity of our sport, we need to assist in enforcing those rules
- No other discussion

8. Next meeting- ICU Ethic Commission Chair Mike Jacki

- Thanks the Ethics Committee members for their contributions
- Following the World Championships, communication will circulate to establish the next meeting of Ethics Commission
- No further discussion

9. Adjournment