

## Section 3 – Volunteer “Hiatus”

### Purpose

The purpose of this policy is to provide a method by which TYFA can provide member organizations with some sort of protection from disgruntled volunteers leaving and convincing parents to follow them to another member organization for their own agenda. This policy does not affect athletes.

While not all volunteers leave with bad intentions, a standardized policy has to be in place to address those that do.

### Important

It must be understood that TYFA, not the organizations, is the governing body for this policy and it is TYFA who will or will not waive the “Hiatus” hold.

### Documents referenced by this policy

The Volunteer Release Form, Appeal Policy and the list of Volunteer’s Status for the current year can be found at [www.tyfa.com](http://www.tyfa.com) in the Press Box area.

## Policy

Once a volunteer is TYFA certified with an organization, they are required to:

1. Either stay with that organization;
2. “Sit Out” (i.e. not be certified with another member organization) for 1 CALENDAR year; or
3. Have their “Hiatus” waived by TYFA for one of the exceptions to the policy listed below

### Policy Pre-Requisite

As a pre-requisite to any hold being placed on a volunteer is that the offended organization must be an “Active Member” in TYFA. If an organization loses its membership status, regardless of how, all holds, “Hiatus”, money and equipment are waived.

“Active Member” means the organization has a valid membership agreement, is in “Good Standing” and is actively participating in TYFA this current year.

“Good Standing” means that the organization’s financial obligations with TYFA are up-to-date.

## Exceptions to the Policy

There are a few circumstances where TYFA will waive the “Hiatus” hold.

### Exception #1

If a volunteer’s prior organization is no longer an active member in TYFA, volunteers are free to join any other member organization. This is automatic and requires no request to be submitted.

### Exception #2 (Spring Season)

Spring is not mandatory so many member organizations do not participate. Spring is Team based and many member organizations that do participate do not carry all the age brackets.

- 1) If a volunteer’s prior organization is not participating in TYFA Spring the volunteer is free to join any other member organization as long as they are not on a hold for money/equipment.
- 2) If a volunteer wishes to work with a specific age bracket and their prior organization is participating in TYFA Spring but not fielding that age bracket, they are free to join another member organization that will. Additionally, they must also be clear of any money/equipment hold.

These require a volunteer to submit a request to have their “Hiatus” waived.

If a volunteer joins a non-TYFA team participating in TYFA Spring they are not subject to the “Hiatus.”

### Exception #3

If a volunteer moves from one city to another e.g. Killeen to San Antonio, the volunteer will be free to join any other member organization as long as they are not on a hold for money/equipment. This requires a volunteer to submit a request to have their “Hiatus” waived.

### Exception #4

If a volunteer were terminated\* by their prior organization, the volunteer would be free to join any other member organization as long as they are not on a hold for money/equipment. This requires a volunteer to submit a request to have their “Hiatus” waived.

\*Terminated means an organization informs a volunteer that their services “will no longer be needed within the organization.”

### **Exception #5**

If the offended organization will not carry a specific age bracket, e.g. Seniors (13U) or will not carry cheerleaders or the cheerleaders won't compete, the volunteer will be free to join any other member organization (for that specific reason) as long as they are not on a hold for money/equipment. This requires a volunteer to submit a request to have their "Hiatus" waived.

### **Exception #6**

If a volunteer wishes to leave a member organization to start a new member organization, they are free to do so. This requires a volunteer to submit a request to have their "Hiatus" waived. All of the following requirements must be true:

- The volunteer must be cleared of owing any money/equipment; and
- Must be listed as a board member on the original application into TYFA for the new organization; and
- Must be only 1 of a maximum combination of 3 volunteers leaving other TYFA organizations to join the new organization

### **Request for wavier of "Hiatus" Procedure**

Only TYFA, not the organizations may waive a "Hiatus" hold for a volunteer. A Volunteer Release form must be emailed to [[HelpDesk@tyfa.com](mailto:HelpDesk@tyfa.com)]. If the request is not submitted properly, it will not be reviewed.

### **Review, Ruling and Notification**

The #RCC<sup>R</sup> will review and rule on all Volunteer Release requests. They will research the request before giving a ruling. The #RCC will decide the appropriate distance between cities (on a case-by-case basis) for requests using moving as a reason. They will speak with the prior organization to determine if there actually was a termination for requests using that as a reason. Any other reasons will be reviewed but in most cases will not be accepted.

1. If the #RCC sides with the volunteer, the "Hiatus" will be waived.
  - If the volunteer owes money/equipment, the volunteer will be placed on an indefinite hold until the money is paid, equipment is returned or paid for, the organization pulls its request for a hold or the organization ceases to be an "Active Member."
  - If a volunteer has the "Hiatus" waived for exceptions #2.2, #3, #5 or #6, that volunteer must end up with the organization, the age bracket or reside in the city they specified on their request becomes void and the volunteer will be placed back on "Hiatus."
2. If the Hiatus is not waived, the 1 calendar year pertains to the upcoming spring and fall season unless exceptions #1 and #2 come into play.

If either the volunteer or the (receiving or losing) organization does not agree with the ruling made by the #RCC, they may submit an Appeal. The appeal must be properly submitted to [[HelpDesk@tyfa.com](mailto:HelpDesk@tyfa.com)] or it will not be reviewed.

### **What if something changes?**

If the "Hiatus" is waived because of exceptions #2.2, #3, #5 or #6, something happens, and the exception no longer applies, the waiver becomes void and the volunteer will be placed back on "Hiatus."

### **What can a Volunteer do while on Hiatus?**

If a volunteer is on "Hiatus," that volunteer cannot participate in any way with any member organization except as a spectator.

### **Enforcement of the Hiatus Hold**

Organizations have access to review the Active Volunteer spreadsheet located on the TYFA website from the previous year to make sure that any individual they deal with is clear. If not, the organization needs to inform them to get the "Hiatus" waived. If an organization allows a volunteer who is on "Hiatus" to participate in any way other than as a spectator, the organization and volunteer will be charge with a Level III violation.

---

**IMPORTANT**

If an individual comes to TYFA from a non-TYFA league, they are free and clear, as TYFA does not recognize any non-TYFA policies, rules or jurisdiction.

A TYFA individual who owes money and/or equipment is placed on an indefinite hold by policy. Therefore, if an individual changes leagues for a year or longer to satisfy the “Hiatus” and then tries to return, they will find themselves on an indefinite money/equipment hold.

If a volunteer has their “Hiatus” waived prior to September 1 of the current year and their previous organization provides proof they owe money or equipment, the waiver will still be in effect, but an indefinite money/equipment hold will be placed on the volunteer (until they make good).

If an organization loses its membership status and all volunteers and athletes are released and then the organization returns (even during the current year), TYFA will not entertain any requests to put volunteers and/or athletes back on hold that had been released. They lost that right when they lost or gave away their TYFA membership.

---