



PREGNANCY AND PARENTAL RIGHTS COMMITTEE Terms of Reference

Last Approved: September 20, 2023

Name	Pregnancy and Parental Rights Committee
Purpose	<p>A standing committee of AthletesCAN, the Pregnancy and Parental Rights Committee, will seek to provide resources and advocate for the rights and well-being of athletes who are considering or actively seeking pregnancy, adoption, fostering, or surrogacy for themselves or their partner. The committee will work collaboratively with other standing committees to ensure that AthletesCAN's policies and practices are aligned with the needs and concerns of athlete parents. The committee is also a working committee, and members are expected to carry out tasks and projects of the organization outlined in these terms.</p>
Key Duties / Responsibilities	<p>The Committee will implement or support staff and contractors, as required, in implementing:</p> <ol style="list-style-type: none">1. Engage in researching and advancing knowledge on pregnancy and parental rights, including:<ul style="list-style-type: none">- Supporting with whitepapers- Collaborating with external research parties to advance items of interest to athlete parents- Work with Awareness committee to promote discussion and advance policy changes within Sport Canada AAP program and NSOs that support athlete parents2. Board Meeting Pregnancy & Parental Rights Updates <p>The chair will provide the board updates on key developments during Board Meetings.</p> <p>In fulfilling its key duties, the Committee will:</p> <ul style="list-style-type: none">- Work with staff and volunteers from other Standing Committees and Working Groups, as needed.- Support the Board and staff, as needed.- Additional duties as delegated to the Committee by the Board from time to time.



<p>Authority</p>	<p>The Committee is an active advisor to the Board.</p> <p>The Committee may establish subcommittees to deal with specific issues in relation to the mandate of the Committee.</p> <p>The Committee will exercise its authority in accordance with the bylaws and policies of AthletesCAN, in addition to the provisions set out in this Terms of Reference.</p> <p>The Committee shall not make any financial commitments without the approval of the Board.</p>
<p>Composition</p>	<p>The Committee shall be composed of the following:</p> <ul style="list-style-type: none"> - A minimum of one and maximum of four Board members who are appointed by the Board within forty-five (45) days of the Annual General Meeting - Senior Staff Member - Up to five (5) additional members shall be appointed by the Committee with recommendations from the Board as requested - One (1) to two (2) designates from the COCAC, CPCAC, COC and/or CPC. <p>All members have equal voting status.</p> <p>Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of three terms at the recommendation of the Committee Chair and Senior Staff Member.</p> <p>Should a vacancy occur on the Committee for whatever reason, the remaining Committee members may appoint a qualified member to fill the vacancy for the remainder of the vacant position's term.</p> <p>The Board may remove any member of the Committee.</p>
<p>Governance</p>	<p>The Committee Chair will be appointed by the Board.</p> <p>The quorum for holding a meeting and for transacting business is 50% of the members, including the Chair.</p> <p>Motions are carried by a simple majority of the votes cast provided that a quorum is present.</p>



	<p>The Chair votes only in the case of a tie.</p>
Meetings	<p>The Committee will meet by telephone or online video conferencing, a minimum of once per quarter.</p> <p>Meetings will be at the call of the Chair or at the recommendation of two Committee Members.</p>
Resources	<p>The Committee will receive the necessary administrative support and resources from AthletesCAN to fulfill its mandate. No monetary resources have been budgeted.</p>
Reporting	<p>The Committee will provide quarterly reports through the Chair to the Board on a schedule as set out by the Board.</p> <p>The Committee will report to the membership, in writing, at the Annual General Meeting.</p>
Approval	<p>These Terms of Reference were approved by the Board of Directors of AthletesCAN on September 20, 2023.</p>
Review	<p>The Committee will review these terms of reference on an annual basis and will make recommendations to the Board on any revisions, if warranted.</p>