



CERTIFIED REGISTERED  
Massage Therapist Association

# CRMTA Reinstatement Policy

## **CRMTA Reinstatement Policy**

This Reinstatement Policy (the “Policy”) outlines the procedures and criteria for the reinstatement of members who have been suspended for alleged misconduct. The purpose of this Policy is to prioritize the safety and interests of the public while upholding the rights and integrity of our Members.

This policy applies to all Members who have been temporarily suspended pending the outcome of an investigation into allegations of misconduct or who face criminal charges or sanctions that could impact their suitability for ongoing membership in the CRMTA.

### **1. Investigation Process**

- 1.1. **Initial Suspension:** A Member may be suspended from the CRMTA when an allegation of misconduct is made, pending an investigation by the CRMTA or by the police, RCMP, or other regulatory authority (“Authorities”).
- 1.2. **CRMTA Investigation:** The CRMTA may conduct an investigation where allegations of misconduct are made against a Member to the CRMTA. Any investigation conducted will be thorough and impartial. The investigation will aim to conclude within a 3-6 month timeframe, dependent on the complexity of the allegations and associated investigation.
- 1.3. **Police Investigation:** If the allegations are also subject to a police investigation, the association's actions may be coordinated with law enforcement agencies to ensure legal processes are respected. In such instances, the CRMTA may decline to conduct an investigation. The CRMTA will comply with all legal duties to cooperate with Authorities.

### **2. Reinstatement Criteria**

- 2.1. **Completion of Investigation:** A member is eligible for reinstatement if the association's investigation concludes that there is no evidence of misconduct or where the misconduct is of a nature that does not provide any reasonable basis for concern that any harm to the public has arisen or may arise in the future.
- 2.2. **No Criminal Conviction:** In cases involving criminal charges, reinstatement will also depend on the absence of a criminal conviction related to the allegations of misconduct.
- 2.3. **Assessment of Public Interest:** Reinstatement decisions will consider the nature of the alleged misconduct and its impact on public safety and trust of the profession.

### **3. Decision Making**

- 3.1. **Discretion of the Association:** The final decision on reinstatement rests with the CRMTA board, which will consider the CRMTA and/or Authority's investigation findings, the public interest, and the Member's past conduct and professional contributions.

3.2. Conditions of Reinstatement: The CRMTA may impose conditions upon reinstatement, such as monitoring, further training, or other remedial actions to ensure the Member meets professional standards.

3.3. Notification: The Member will be notified in writing of the decision and any conditions attached to their reinstatement.

#### **4. Appeals Process**

4.1. Right to Appeal: Members have the right to appeal a decision denying reinstatement. Appeals must be filed within 30 days of receiving the decision and will be reviewed by an independent panel designated by then Board.

4.2. Final Decision: The decision of the appeals panel is final.

Throughout the investigation and reinstatement process, the confidentiality of all involved parties will be maintained, except as required by law or where necessary to protect public interest.

This Policy ensures that the CRMTA balances the professional integrity of Members with its paramount responsibility to the public. The discretionary power granted under this Policy allows the CRMTA to act judiciously, considering both the individual circumstances of the Member and the broader implications for the public and the standing of the Massage Therapy profession.