

## RECIPROCATION POLICY

*This is a Pan-Canadian Policy applicable to Volleyball Canada and the Provincial/Territorial Associations.*

### Definitions

1. The following terms have these meanings in this policy:
  - a) *“Individuals”* – refers to all categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws of a Provincial/Territorial Association, as applicable, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball Canada or a Provincial/Territorial Association including, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers
  - b) *“Provincial/Territorial Associations”* – the provincial/territorial member governing bodies for volleyball in each province/territory

### Purpose

2. The purpose of this policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Volleyball Canada and Provincial/Territorial Associations.

### Application

3. This policy applies to all Individuals.

### Responsibilities

4. Volleyball Canada will:
  - a) Provide copies of discipline and appeal decisions involving Individuals to all Provincial/Territorial Associations
  - b) For discipline decisions provided to Volleyball Canada by a Provincial/Territorial Association, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Individual(s) named in the decision
  - c) Recognize and enforce the disciplinary sanctions imposed by a Provincial/Territorial Association
5. Provincial/Territorial Associations will:
  - a) Provide copies of discipline and appeal decisions involving Individuals to Volleyball Canada
  - b) For discipline decisions provided to the Provincial/Territorial Association by Volleyball Canada, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
  - c) Recognize and enforce the disciplinary sanctions imposed by Volleyball Canada and other Provincial/Territorial Associations

### Privacy

6. Volleyball Canada and/or the Provincial/Territorial Associations will ensure the privacy rights of Individuals are maintained at all time.

**Communication**

7. Volleyball Canada and the Provincial/Territorial Associations will identify those persons within their respective organizations who will be responsible for implementing this policy.

**Review and Amendment**

8. All significant amendments to this policy will be submitted to Volleyball Canada for review by its ad hoc committee on policies.
9. This policy will be reviewed every two years. Any significant policy amendments will be approved by the Volleyball Canada and the Provincial/Territorial Associations.

**Approval**

10. This policy was approved by Volleyball Canada and its Board of Directors on October 13, 2020.