

## 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) *“Registered Clubs”* – refers to clubs registered with or recognized by Provincial/Territorial Associations;
  - b) *“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;
  - c) *“OSIC”* – refers to the Office of the Sport Integrity Commissioner; and
  - d) *“Provincial/Territorial Associations”* – the provincial/territorial member governing bodies for volleyball in each province/territory.

### Purpose

2. The purpose of this policy is to
  - a) outline the responsibilities for reporting disciplinary sanctions applied to Individuals; and
  - b) ensure national enforcement and recognition of all disciplinary sanctions applied by Volleyball Canada, Provincial/Territorial Associations, Registered Clubs and OSIC.

### Application

3. This policy applies to Volleyball Canada and the Provincial/Territorial Associations.

### Responsibilities

4. Volleyball Canada will:
  - a) provide copies of its discipline and appeal decisions involving Individuals to all Provincial/Territorial Associations;
  - b) notify the Provincial/Territorial Associations of any decisions from OSIC that have been provided to Volleyball Canada;
  - c) for discipline decisions provided to Volleyball Canada by a Provincial/Territorial Association or OSIC, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Individual(s) named in the decision; and
  - d) recognize and enforce the disciplinary sanctions imposed by a Provincial/Territorial Association and OSIC, if appropriate.

April 2, 2024.

5. Provincial/Territorial Associations will:
  - a) provide copies of their discipline and appeal decisions involving Individuals to Volleyball Canada and to the other Provincial/ Territorial Associations;
  - b) provide information about discipline decisions that Registered Clubs have reported to the Provincial/Territorial Association to Volleyball Canada and the other Provincial/Territorial Associations;
  - c) notify Volleyball Canada and the other Provincial/Territorial Associations of any decisions that have been provided to the Provincial/Territorial Association by OSIC;
  - d) for discipline decisions provided to the Provincial/Territorial Association by Volleyball Canada, the other Provincial/ Territorial Associations, or OSIC determine per its own policies whether to initiate further action against the Individual(s) named in the decision; and
  - e) recognize and enforce the disciplinary sanctions imposed by Volleyball Canada, other Provincial/Territorial Associations or OSIC as appropriate.

#### **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 information and discussion. Volleyball Canada and/or the Provincial/ Territorial Associations may choose to amend this policy as they see fit.
9. This policy will be reviewed every two years.

#### **Approval**

10. This policy was approved by Volleyball Canada and its Board of Directors on 2 April 2024.