



RECIPROCATATION POLICY

DATE APPROVED: MARCH 9, 2021

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RECIPROCATION POLICY

Purpose

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Rugby Canada, its Provincial Unions, and Clubs.
2. Rugby Canada recognizes the importance of safe sport for all participants in the sport of rugby throughout the country. Rugby Canada also recognizes its obligation to engage an independent third party to handle and/or investigate all matters involving Harassment, Discrimination, Abuse, Workplace Harassment, Workplace Violence, Maltreatment, and Sexual Harassment.

Application

3. This Policy applies to Rugby Canada, Provincial Unions, and Clubs.

Responsibilities

4. Rugby Canada will:
 - a) Provide copies of discipline and appeal decisions to all Provincial Unions and to the Club(s) affected or impacted by the decision
 - b) For discipline decisions provided to Rugby Canada by a Provincial Union or Club or by a Club, 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 Union or Club and/or a Club
5. Provincial Unions will:
 - a) Provide copies of discipline and appeal decisions involving Participants to Rugby Canada and to the Club(s) affected or impacted by the decision
 - b) For discipline decisions provided to a Provincial Union or Club by Rugby Canada or by a Club, 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 Rugby Canada and/or a Club
 - d) Update their governing documents to reference the reciprocation procedures described herein
6. Clubs will:
 - a) Provide copies of discipline and appeal decisions involving Participants to Rugby Canada and to the Provincial Union with which the Club is affiliated
 - b) For discipline decisions provided to a Club by Rugby Canada or by a Provincial Union or Club, determine per its own policies whether to initiate further action against the Participant(s) named in the decision
 - c) Recognize and enforce the disciplinary sanctions imposed by Rugby Canada and/or a Provincial Union or Club
 - d) Update their governing documents to reference the reciprocation procedures described herein

Policy History	
Approved	March 9, 2021
Next Review Date	March 2022