

RECIPROCATION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) “*Individuals*” – All categories of membership defined in Ringette Canada’s Bylaws, as well as all individuals employed by, or engaged in activities with, Ringette Canada, PTSOs and Local Associations including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, Directors and Officers, spectators, and parents/guardians of athletes
 - b) “*Days*” – Days including weekends and holidays
 - c) “*PTSO*” – Provincial/Territorial Sport Organizations affiliated with Ringette Canada
 - d) “*Local Association*” – An association or league affiliated with a PTSO or with Ringette Canada

Purpose

2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Ringette Canada, PTSOs, and Local Associations.
3. Ringette Canada recognizes the importance of safe sport for all participants in Ringette throughout the country. Ringette 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, and sexual harassment.

Application

4. This Policy applies to all Individuals, PTSOs, and Local Associations.

Responsibilities

5. Ringette Canada will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to all PTSOs and to the Local Association(s) with which the Individual was affiliated
 - b) For discipline decisions provided to Ringette Canada by a PTSO or by a Local 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 PTSO and/or a Local Association
6. PTSOs will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to Ringette Canada and to the Local Association(s) with which the Individual was affiliated
 - b) For discipline decisions provided to a PTSO by Ringette Canada or by a Local Association, 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 Ringette Canada and/or a Local Association
 - d) Update their governing documents to reference the reciprocation procedures described herein
7. Local Associations will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to Ringette Canada and to the PTSO with which the Local Association is affiliated
 - b) For discipline decisions provided to a Local Association by Ringette Canada or by a PTSO, 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 Ringette Canada and/or a PTSO
 - d) Update their governing documents to reference the reciprocation procedures described herein

RECIPROCATATION POLICY

Appeals

8. Decisions made in accordance with this Policy are not appealable.

This Policy is subject to review at least once every three years

Date of last review: September 2019

The publication of Ringette Canada policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.