

## RECIPROCATATION 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) **Disciplinary Sanctions** – include negative sanctions applied to an Individual by either
  - (i) Volleyball Canada or a Provincial / Territorial Association, in accordance with the applicable Discipline and Complaints policy; or
  - (ii) an OVA Member Club, following the resolution of a complaint reported to Volleyball Canada, the OVA, or OSIC,and in either case includes time-limited sanctions, such as interim suspensions or temporary measures;
- b) **Individuals** – all categories of members and / or registrants defined in the by-laws of Volleyball Canada and in the by-laws 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** – the Office of the Sport Integrity Commissioner;
- d) **OVA** – Ontario Volleyball Association;
- e) **OVA Member Club** – a Registered Club that is a member of the OVA;
- f) **Provincial / Territorial Associations** – the provincial / territorial member governing bodies for volleyball in each province / territory; and
- g) **Registered Clubs** – refers to clubs registered with, or recognized by, Provincial / Territorial Associations.

### Purpose

2. The purposes of this policy are to

- a) outline responsibilities with respect to 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 in its entirety to Volleyball Canada and the Provincial / Territorial Associations.

3.1 Sections 1, 2, 3.1, 5.1, and 6 apply to OVA Member Clubs.

### **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, as appropriate.

#### 5. The OVA will:

- a) provide copies of its discipline and appeal decisions involving Individuals to Volleyball Canada and to the other Provincial / Territorial Associations;
- b) provide information to Volleyball Canada and the other Provincial / Territorial Associations regarding disciplinary decisions reported to the OVA by its Registered Clubs;
- c) notify Volleyball Canada and the other Provincial/Territorial Associators of any decisions that have been provided to the Provincial/Territorial Association by OSIC;
- d) for discipline decisions provided to the OVA by Volleyball Canada, other Provincial / Territorial Associations, or by 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.

5.1 All OVA Member Clubs will inform the OVA, in writing, regarding Disciplinary Sanctions imposed by the OVA Member Club against Individuals.

### **Privacy**

6. Volleyball Canada, the OVA, and OVA Member Clubs will ensure that the privacy rights of Individuals are maintained at all times when carrying out the responsibilities outlined in sections 4, 5, or 5.1 respectively.

### **Communication**

7. Volleyball Canada and the OVA 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.
  
9. This policy will be reviewed every two years, following Volleyball Canada's review of its Pan-Canadian Reciprocity Policy.

### **Approval**

10. This policy was approved by the OVA and its Board of Directors on June 25, 2024.