



## WHEELCHAIR RUGBY CANADA (WRC) Reciprocation Policy

### Definitions

1. The following terms have these meanings in this Policy:
  - a) *“Individuals”* – All categories of membership defined in WRC’s Bylaws, as well as all individuals employed by, or engaged in activities with, WRC, PTSOs and Member Clubs 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 WRC
  - d) *“Member Club”* – A club or league affiliated with a PTSO or with WRC

### Purpose

2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by WRC, PTSOs, and Member Clubs.
3. WRC recognizes the importance of safe sport for all participants in wheelchair rugby throughout the country. WRC 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 Member Clubs.

### Responsibilities

5. WRC will:
  - a) Provide copies of discipline and appeal decisions involving Individuals to all PTSOs and to the Member Club(s) with which the Individual was affiliated
  - b) For discipline decisions provided to WRC by a PTSO or by a Member 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 PTSO and/or a Member Club
6. PTSOs will:
  - a) Provide copies of discipline and appeal decisions involving Individuals to WRC and to the Member Club(s) with which the Individual was affiliated
  - b) For discipline decisions provided to a PTSO by WRC or by a Member 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 WRC and/or a Member Club
- d) Update their governing documents to reference the reciprocity procedures described herein

7. Member Clubs will:

- a) Provide copies of discipline and appeal decisions involving Individuals to WRC and to the PTSO with which the Member Club is affiliated
- b) For discipline decisions provided to a Member Club by WRC 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 WRC and/or a PTSO
- d) Update their governing documents to reference the reciprocity procedures described herein

**Appeals**

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