



BOWLS CANADA BOULINGRIN

Reciprocation Policy

Definitions

1. The following terms have these meanings in this Policy:

- a) *“Days”* – Days including weekends and holidays
- b) *“Organizational Participant”* – Refers to all categories of individual members and/or registrants defined in the By-laws of BCB who are subject to the policies of BCB, as well as all people employed by, contracted by, or engaged in activities with, BCB including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.
- c) *“Member Club”* – A club or league affiliated with a PTSO or with BCB
- d) *“PTSO”* – Provincial/Territorial Sport Organizations affiliated with BCB

Purpose

- 2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions relating to abuse, harassment and discrimination applied by BCB, PTSOs, and Member Clubs.
- 3. BCB recognizes the importance of safe sport for all participants in the sport throughout the country. BCB also recognizes its obligations may include engaging 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 Organizational Participants, PTSOs, and Member Clubs.

Responsibilities

- 5. BCB will:
 - a) Provide copies of discipline and appeal decisions relating to abuse, harassment and discrimination involving Organizational Participants to all PTSOs (who will distribute to their applicable Member Clubs) with which the Organizational Participant was affiliated
 - b) For discipline decisions provided to BCB by a PTSO or by a Member Club, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Organizational Participant(s) named in the decision

- c) Recognize and enforce the suspensions and disciplinary sanctions imposed by a PTSO and/or a Member Club

6. PTSOs will:

- a) Provide copies of discipline and appeal decisions involving Organizational Participants to BCB and to the Member Club(s) with which the Organizational Participant was affiliated
- b) For discipline decisions provided to a PTSO by BCB or by a Member Club, determine per its own policies whether to initiate further action against the Organizational Participant(s) named in the decision
- c) Recognize and enforce the suspensions and disciplinary sanctions imposed by BCB and/or a Member Club
- d) Update their governing documents to reference the reciprocation procedures described herein

7. Member Clubs will:

- a) Provide copies of discipline and appeal decisions involving Organizational Participants to PTSO with which the Member Club is affiliated and the PTSO will forward the decision to BCB
- b) For discipline decisions provided to a Member Club by BCB or by a PTSO, determine per its own policies whether to initiate further action against the Organizational Participant(s) named in the decision
- c) Recognize and enforce the suspensions and disciplinary sanctions imposed by BCB and/or a PTSO
- d) Update their governing documents to reference the reciprocation procedures described herein

Appeals

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