

## RECIPROCATION POLICY

### Purpose

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Biathlon Canada, its Division, and Clubs.
2. Biathlon Canada recognizes the importance of safe sport for all participants in the sport of biathlon throughout the country. Biathlon 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 Biathlon Canada, Divisions, and Clubs.

### Responsibilities

4. Biathlon Canada will:
  - a) Provide copies of discipline and appeal decisions to all Divisions and to the Club(s) affected or impacted by the decision
  - b) For discipline decisions provided to Biathlon Canada by a Division 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 Division or Club and/or a Club
5. Divisions will:
  - a) Provide copies of discipline and appeal decisions involving Participants to Biathlon Canada and to the Club(s) affected or impacted by the decision
  - b) For discipline decisions provided to a Division or Club by Biathlon 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 Biathlon 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 Biathlon Canada and to the Division with which the Club is affiliated
  - b) For discipline decisions provided to a Club by Biathlon Canada or by a Division 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 Biathlon Canada and/or a Division or Club
  - d) Update their governing documents to reference the reciprocation procedures described herein

Policy History	
Approved	March 15, 2021
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