



# RECIPROCATATION POLICY

## Definitions

1. The following terms have these meanings in this Policy:
  - a) “*Individuals*” – all categories of participants within Equestrian Canada (EC) who are in good standing, including organizations, as well as all persons and organizations engaged in activities with or employed by EC, including but not limited to: athletes, coaches, officials, competition managers, parents/guardians of athletes, directors, officers, team managers, team members, medical and paramedical personnel, administrators, and employees (including contract personnel).
  - b) “*Days*” – total days, including weekends and holidays.

## Purpose

2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by EC and Provincial/Territorial Sport Organizations (PTSOs) affiliated with EC.
3. EC recognizes the importance of safe sport for all participants in the sport throughout the country. EC 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 and PTSOs.

## Responsibilities

5. EC will:
  - a) provide copies of discipline and appeal decisions involving Individuals to all PTSOs;
  - b) for discipline decisions provided to EC by a PTSO, determine per the *Discipline, Complaints, and Appeal Policy* whether to initiate further action against the Individual(s) named in the decision; and,
  - c) recognize and enforce the disciplinary sanctions imposed by a PTSO.
6. PTSOs will:
  - a) provide copies of discipline and appeal decisions involving Individuals to EC;
  - b) for discipline decisions provided to 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 EC; and,
  - d) update their governing documents to reference the reciprocation procedures described herein.

## Appeals

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