



<b>POLICY NAME</b>	<b>RECIPROCATION POLICY</b>		<b>POLICY NO.</b>	
<b>EFFECTIVE DATE</b>	November 26, 2020	<b>DATE OF LAST REVISION</b>	<b>VERSION NO.</b>	2
<b>ADMINISTRATOR RESPONSIBLE</b>	CEO	<b>CONTACT INFORMATION</b>	ceo@volleyballbc.org	
<b>APPLIES TO</b>	All categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws 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	<b>APPROVED BY</b>	Board of Directors	

## 1. Definitions

*“Individuals”* – refers to all categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws 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

*“Provincial/Territorial Associations”* – the provincial/territorial member governing bodies for volleyball in each province/territory. In British Columbia, this is Volleyball BC.

## 2. Purpose

2.1 The purpose of this policy is to ensure reciprocal enforcement and recognition of all disciplinary sanctions applied by Volleyball Canada, Provincial/Territorial Associations, and Volleyball BC-sanctioned volleyball clubs

## 3. Application

3.1 This policy applies to all Individuals.

## 4. Responsibilities

4.1 Volleyball Canada will:

- Provide copies of discipline and appeal decisions involving Individuals to all Provincial/Territorial Associations.
- For discipline decisions provided to Volleyball Canada by a Provincial/Territorial Association, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Individual(s) named in the decision
- Recognize and enforce the disciplinary sanctions imposed by a Provincial/Territorial Association

4.2 Provincial/Territorial Associations will:

- a) Provide copies of discipline and appeal decisions involving Individuals to Volleyball Canada and/or to Volleyball BC-sanctioned volleyball clubs, subject to applicable privacy laws and regulations.
- b) For discipline decisions provided to the Provincial/Territorial Association by Volleyball Canada and/or by a Volleyball BC-sanctioned volleyball 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 Volleyball Canada and other Provincial/Territorial Associations

4.3 Volleyball BC-sanctioned clubs will:

- a) Provide copies of discipline and appeal decisions involving Individuals to Volleyball BC.
- b) For discipline decisions provided to a Volleyball BC-sanctioned club by Volleyball BC 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 Volleyball Canada and/or Volleyball BC.

5. **Privacy**

5.1 Volleyball Canada and/or the Provincial/Territorial Associations and/or Volleyball BC-sanctioned volleyball clubs will ensure the privacy rights of Individuals are maintained at all times.

5.2 Unless legally required, information shared about discipline decisions will be limited to name of the Individual(s), sanction type and duration, effective dates, scope of any restrictions, and a point of contact for confirmation.

6. **Communication and Reporting**

6.1 Volleyball Canada and/or the Provincial/Territorial Associations will identify those persons within their respective organizations who will be responsible for implementing this policy.

- a) For Volleyball BC, Individuals may contact the Chief Executive Officer or email [reporting@volleyballbc.org](mailto:reporting@volleyballbc.org)

6.2 After receipt of a discipline decision from Volleyball Canada and/or a Volleyball BC-sanctioned club, Volleyball BC will:

- a) Acknowledge receipt.
- b) Verify discipline decisions with the issuing body as required.
- c) Determine per the *Discipline and Complaints Policy* whether to initiate further actions against the Individual(s) named in the decision.
- d) Notify any relevant parties
- e) If required, provide notice to the Individual(s) about Volleyball BC’s enforcement of disciplinary sanctions. All notifications will be provided in plain language and accessible formats upon request.

6.3 Volleyball BC prohibits any form of retaliation, reprisal, or adverse treatment against any Individual who, in good faith, participates in proceedings or seeks information related to reciprocated sanctions. Confirmed retaliation may result in action taken under the *Discipline and Complaints Policy*.

7. **Review and Amendment**

7.1 All significant amendments to this policy will be submitted to Volleyball Canada for review by its ad hoc committee on policies.

7.2 This policy will be reviewed every two years. Any significant policy amendments will be approved by the Volleyball Canada and the Provincial/Territorial Associations.

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
1	Board of Directors	Oct 13, 2020	Initial version	
2	Board of Directors / HR and Governance Cttee	February 2026		Emma Gibbons