



# Archery Canada - Reciprocation Policy

Approved by the Board of Directors on July 16, 2019

## 1) Definitions

---

Individuals	All categories of membership defined in Archery Canada's Bylaws, as well as all individuals employed by, or engaged in activities with, Archery Canada, PTSOs and Clubs including, but not limited to, registrants, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, Directors and Officers, spectators, and parents/guardians of athletes
Days	Days including weekends and holidays
PTSO	Provincial/Territorial Sport Organizations affiliated with Archery Canada
Club	A club affiliated with a PTSO or with Archery Canada

## 2) Purpose

---

- 2.1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Archery Canada, PTSOs, and Clubs.
- 2.2. Archery Canada recognizes the importance of safe sport for all participants in archery throughout the country. Archery 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, and sexual harassment.

## 3) Application

---

- 3.1. This Policy applies to all Individuals, PTSOs, and Clubs.

## 4) Responsibilities

---

### 4.1. Archery Canada will:

- a) Provide copies of discipline and appeal decisions involving Individuals to all PTSOs and to the Club(s) with which the Individual was affiliated
- b) For discipline decisions provided to Archery Canada by a PTSO 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 PTSO and/or a Club

### 4.2. PTSOs will:

- a) Provide copies of discipline and appeal decisions involving Individuals to Archery Canada and to the Club(s) with which the Individual was affiliated
- b) For discipline decisions provided to a PTSO by Archery 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 Archery Canada and/or a Club
- d) Update their governing documents to reference the reciprocation procedures described herein

### 4.3. Clubs will:

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

## 5) Appeals

---

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

## 6) Review and Approval

---

- 6.1. The Archery Canada Board of Directors and Executive Director shall review this policy every two (2) years on the World Archery Outdoor Championship cycle.

Approved: July 16, 2019

Review: 2021

Revision Approved: TBD