



RECIPROCATION POLICY

**To be used in conjunction with the terms defined in Definitions Conduct and Definitions Policy.
Additional terms are defined in the UCCMS**

Purpose

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Golf Canada and where applicable, Provincial Golf Associations, and Member Clubs.
2. Golf Canada recognizes the importance of safe sport for all participants in the sport of golf throughout the country. Golf 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, Prohibited Behaviours and Maltreatment.
3. As a Program Signatory to the OSIC, Golf Canada ensures that any sanctions or measures imposed by OSIC's Director of Sanctions and Outcomes ("DSO") will be implemented and respected within Golf Canada's jurisdiction including at the provincial, territorial and Member Club level.
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Application

5. Golf Canada, the Provincial Golf Associations and Member Clubs will agree to abide by this Policy.

Responsibilities

6. Golf Canada will:
 - a) Provide copies of discipline and appeal decisions to all Provincial Golf Associations and to Member Club(s) affected or impacted by the decision.
 - b) For discipline decisions provided to Golf Canada by a Provincial Golf Association or by a Member 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 Provincial Golf Association or Member Club.
7. Provincial Golf Associations will:
 - a) Provide copies of discipline and appeal decisions involving Organizational Participants to Golf Canada and to the Member Club(s) affected or impacted by the decision.
 - b) For discipline decisions provided to a Provincial Golf Association by Golf Canada or by a Member 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 the OSIC, Golf Canada and/or a Member Club.
 - d) Update their governing documents to reference the reciprocation procedures described herein.
8. Member Clubs will:

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