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| CANADIAN BLIND SPORTS ASSOCIATIONRECIPROCATION POLICY |
| ***This Policy has been prepared by the Organization and is a Pan-Canadian Policy applicable to the Organization and its Participating Members. This document cannot be modified by a Participating Member without consultation and approval from the Organization.*** |

1. **Purpose**
2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by the Canadian Blind Sports Association (the ‘Organization’) or by a Participating Member.
3. The Canadian Blind Sports Association (the ‘Organization’) and its Participating Members recognize(s) the importance of safe sport for all Participants. The Organization and its Participating Members also recognize(s) its/their 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.
4. **Application**
5. This Policy applies to all Participants, the Organization and its Participating Members.
6. **Responsibilities**
7. The Organization will:
8. Provide copies of discipline and appeal decisions involving Participants to all Members with which the Individual was affiliated or newly affiliated
9. For discipline decisions provided to the Organization by a Member or by a Club, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Individual(s) named in the decision
10. Recognize and enforce the disciplinary sanctions imposed by a Member and/or a Club
11. Previous decisions in which the sanction is still enforceable, shall also be communicated to all Members and to the Club(s) for which the individual was affiliated or newly affiliated
12. Participating Members will:
13. Provide copies of discipline and appeal decisions involving Participants to the Organization and to any Club(s) with which the Individual was affiliated
14. For discipline decisions provided to a Member by the Organization, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
15. Recognize and enforce the disciplinary sanctions imposed by the Organization and/or a Club
16. Update their governing documents to reference the reciprocation procedures described herein
17. Clubs will:
18. Provide copies of discipline and appeal decisions involving Participants to the Organization and to the Participating Member with which the Club is affiliated
19. For discipline decisions provided to a Club by the Organization or by its Participating Members, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
20. Recognize and enforce the disciplinary sanctions imposed by the Organization and/or Member
21. Update their governing documents to reference the reciprocation procedures described herein
22. **Appeals**
23. Decisions made in accordance with this Policy are not appealable.

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| **Policy History** |
| Approved | **2021 01 21** |
| Next Review Date |  |
| Revision Approval Dates |  |