



RECIPROCATION POLICY

*To be used in conjunction with Safe Sport Definitions Conduct and Definitions Policy

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, Maltreatment, and Sexual Harassment.

Application

3. It is the goal of Golf Canada that after review and consultation, the Provincial Golf Associations and Member Clubs will agree to sign on to and abide by this Policy.

Responsibilities

4. 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.
5. Provincial Golf Associations will be requested to:
 - a) Provide copies of discipline and appeal decisions involving 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 Golf Canada and/or a Member Club.
 - d) Update their governing documents to reference the reciprocity procedures described herein.
6. Member Clubs will be requested to
 - a) Provide copies of discipline and appeal decisions involving Participants to Golf Canada and to the Provincial Golf Association with which the Club is affiliated.
 - b) For discipline decisions provided to a 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.

- c) Recognize and enforce the disciplinary sanctions imposed by Golf Canada and/or a Provincial Golf Association.
- d) Update their governing documents to reference the reciprocation procedures described herein.