

## RECIPROCATION POLICY

### Purpose

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by the CFF and the Provincial/Territorial Member Organizations.
2. The CFF recognizes the importance of safe sport for all participants in the sport of fencing throughout the country. The CFF 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.
3. The recognizes that Provincial/Territorial Member Organizations may be subject to compliance requirements established by their respective jurisdictional authorities, which may, from time to time, not fully align with the policies adopted by the CFF. In all potential issues where the application of jurisdiction-specific policies may lead to a materially different outcome than the application of the CFF policies, the CFF and Provincial/Territorial Member Organizations will collaborate to ensure that the outcome(s) maximize the protection of athletes and uphold the Principles of True Sport.

### Application

4. This Policy applies to the CFF and all Provincial/Territorial Member Organizations

### Responsibilities

5. The CFF will:
  - a) Provide copies of discipline and appeal decisions to all Provincial/Territorial Member Organizations and to the Registered Club(s) affected or impacted by the decision.
  - b) For discipline decisions provided to the CFF by a Provincial/Territorial Member Organization or by a Registered 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/Territorial Member Organization and/or a Registered Club.
6. Provincial/Territorial Member Organizations will:
  - a) Provide copies of discipline and appeal decisions involving Participants to the CFF and to the Registered Club(s) affected or impacted by the decision.
  - b) For discipline decisions provided to the Provincial/Territorial Member Organization by the CFF or by a Registered 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 CFF and/or a Registered Club.
  - d) Update their governing documents to reference the reciprocity procedures described herein.

Policy History	
Approved	<b>March 21, 2021</b>
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