

FIELD HOCKEY ALBERTA



RECIPROCATATION POLICY

From: Field Hockey Alberta - Policies Manual 2021
Voted Approved by the FHA Board Jan 2022

RECIPROCATION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) “Days” – Days including weekends and holidays
 - b) “Individuals” – All individual categories of membership defined in FHA’s Bylaws, as well as all individuals employed by, or engaged in activities with, FHA including, but not limited to, athletes, coaches, referees, officials, volunteers, managers, administrators, committee members, parents/guardians and spectators at events, and Directors and Officers of FHA
 - c) “Organizations” – Regional Association Members of FHA (as described in the Bylaws) and their affiliated clubs

Purpose

2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by FHA and by Organizations.
3. FHA recognizes the importance of safe sport for all participants in the sport of field hockey throughout the province. FHA 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.

Application

4. This Policy applies to all Individuals and Organizations.

Responsibilities

5. FHA will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to all Organizations with which the Individual was affiliated
 - b) For discipline decisions provided to FHA by an Organization, 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 an organization
6. Organizations will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to FHA
 - b) Recognize and enforce the disciplinary sanctions imposed by FHA
 - c) Update their governing documents to reference the reciprocation procedures described herein