



Policy Title	Reciprocation Policy
Responsible Subcommittee	Governance and Risk Management
Date of Approval	February 9, 2023
Date of Next Review	September 1, 2023

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Policy Statement

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Water Polo Canada (WPC), its Provincial/Territorial Association, and Clubs.
2. Water Polo Canada recognizes the importance of safe sport for all individuals involved in the sport of water polo throughout the country. Water Polo Canada also recognizes its obligation to refer all UCCMS Complaints involving UCCMS Participants to OSIC and engage an independent third party to handle and/or investigate all matters involving a violation of WPC Code of Conduct and Ethics including Maltreatments and Prohibited Behaviors involving Individuals that are not designated as UCCMS Participants.

Definitions

The following terms have these meanings in this policy:

“Activity” means all WPC or PSO business and/or activities.

“CoC” means WPC Code of Conduct and Ethics.

“Club” means any incorporated water polo club that is registered as a member of the Provincial/Territorial Association in the province/territory where it is located.

“Date of Approval” means as stated on Page 1 of the Policy.

“including” means including but not limited to.

“Individuals” – refers to all categories of members and/or registrants defined in the Bylaws of Water Polo Canada and in the Bylaws of a Provincial/Territorial Association, as applicable, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Water Polo Canada or a Provincial/Territorial Association including, but not limited to, employees, contractors, athletes, clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers.

“Maltreatment” – means psychological, physical, and sexual maltreatment as defined in the UCCMS.

“OSIC” – means the Office of the Sport Integrity Commissioner, an independent division of the SDRCC which comprises the functions of the Sport Integrity Commissioner;

“Policy” means this Reciprocation Policy.

“Prohibited Behaviors” – means the prohibited behaviors as defined in the UCCMS.

“Provincial/Territorial Associations” – the provincial/territorial member governing bodies for water polo in each province/territory

“Responsible Subcommittee” means as stated on Page 1 of the Policy.

“UCCMS” - means the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time by the SDRCC.

“UCCMS Participant”- means a Registrant affiliated with WPC who has been a) designated by WPC and b) who has signed the required consent form. UCCMS Participants may include an Athlete, an official, an Athlete Support Personnel, an

employee, a contractual worker, an administrator, or a volunteer acting on behalf of, or representing the NSO in any capacity.

“WPC” means Water Polo Canada

Application

3. This Policy applies to all Individuals including those designated as UCCMS Participants.

Responsibilities

4. Water Polo Canada will:

- a. Maintain in its database a record of discipline and appeal decisions involving Individual(s) which can be accessed by all Provincial/Territorial Associations for all its activities.
- b. For discipline decisions provided to WPC by a Provincial/Territorial Association, determine per the WPC Code of Conduct and Ethics and 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 Association.

5. Provincial/Territorial Associations will:

- a. Will enter into the database all discipline and appeal decisions involving Individual(s) in events under their jurisdiction.
- b. For discipline decisions provided to the Provincial/Territorial Association by WPC, 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 WPC and other Provincial/Territorial Associations.
- d. Update their governing documents to reference the reciprocation procedures described herein.

6. Clubs will:

- a. Will enter into the database all discipline and appeal decisions involving Individual(s) in events under their jurisdiction.
- b. For discipline decisions provided to a Club by WPC, 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 WPC and/or a Provincial/Territorial Association.
- d. Update their governing documents to reference the reciprocation procedures described herein.

Privacy

7. WPC and/or the Provincial/Territorial Associations will ensure the privacy rights of Individuals are maintained at all times.

In the case of Maltreatment and Prohibited Behaviors involving UCCMS Participants, the rules pertaining to publicity and confidentiality of OSIC shall apply.

Languages

This Policy will be provided by WPC in both official languages of Canada.

In this Policy words denoting any gender include all genders and the rest of the sentence is to be construed as if the necessary grammatical changes have been made.

References

WPC Code of Conduct with Disciplinary Procedures
WPC Privacy Policy
UCCMS

Communication

WPC will ensure a current version of the Policy is publicized on its organization's website within a reasonable time following the Date of Approval.

WPC and its members will use reasonable efforts to ensure that this Policy is communicated to those who will be responsible for upholding it as well as those who will be responsible for its implementation.

Review and Approval

This Policy will be effective as of the Date of Approval following approval by the WPC Board of Directors and will be reviewed by the Responsible Subcommittee every two years.

ADDENDUM:

For the period prior to the implementation of a new WPC discipline module in RAMP., paper or electronic records of discipline will be made available by clubs, provincial/territorial associations, and WPC to each other. This addendum will lapse upon the successful launch of the new discipline module.