



Reciprocation Policy

Purpose

1. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Nordiq Canada, XCSO, and Clubs.

Application

2. This Policy applies to all Clubs.

Responsibilities

3. XCSO will:
 - a) Provide copies of discipline and appeal decisions to Nordiq Canada and to the Club(s) affected or impacted by the decision
 - b) For discipline decisions provided to XCSO by Nordiq Canada or by a Club, determine per the *Harassment, 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 Nordiq Canada and/or a Club
4. Clubs will:
 - a) Provide copies of discipline and appeal decisions involving Participants to XCSO
 - b) For discipline decisions provided to a Club by XCSO, 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 XCSO and/or Nordiq Canada
 - d) Update their governing documents to reference the reciprocation procedures described herein