



Code of Conduct and Good Standing Policy

Policy Owner: Lay Members
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Introduction

1. This Code of Conduct describes the attitudes, behaviours and activities expected of any member to be in 'Good Standing' (see definition in Appendix 1) or an organisation¹ which chooses to join or affiliate to the United Kingdom Practical Shooting Association (the Association). It should be read in conjunction with the both the constitution and bye-laws of the Association which are available on our website: www.ukpsa.org
2. Any member or organisation which chooses to join or affiliate to the Association are always expected to support the Objects of the Association as described in its' constitution, and comply with all applicable bylaws and policies as authorised by the Association's Board and specifically ensure that all UKPSA/IPSC competitions hosted by the club to which members of the wider Association are invited are conducted in accordance with the applicable competition rules published by the International Practical Shooting Confederation (IPSC) or the Association.²

Attitudes Behaviours and Activities

3. All members and members of an affiliated organisation, both management and members alike, are expected to display the attitudes and behaviours that the public would expect of an organisation whose members are entrusted with the lawful possession and use of sporting firearms, specifically:

¹ In this policy document, the term organisation is deemed to encompass the organisation, its staff and all members.

² Note, this does not prevent the use of non-standard targetry or non-recognised target arrays for individual practice or internal competition between members of the organisation for the purpose of individual or collective performance development.



- a. Members and affiliated organisations should always uphold the values and spirit of the sport of IPSC Shooting.
 - b. Members and affiliated organisations should always act in a manner which will not cause either the sport or the Association to be held in disrepute by the public or any other body.
 - c. Members and affiliated organisations shall always hold themselves to the highest standards of sportsmanship; they shall both win and lose with dignity and humility.
 - d. Members and affiliated organisations shall treat fellow organisations and their members, the wider shooting community, match officials and public at large with respect, regardless of circumstance.
 - e. Members and affiliated organisations shall observe and respect the authority of appointed match officials, and their decisions, at all times during competition.
 - f. Members and affiliated organisations shall always maintain the highest standards of integrity and conduct in their affairs.
 - g. Members and affiliated organisations shall be accountable for the behaviour of any guests attending UKPSA events.
4. Members and members of affiliated organisations, both management and ordinary member alike, shall refrain from:
- a. Using offensive, insulting, or abusive language in their dealings with others within the Association, the wider shooting community or indeed the general public.
 - b. Engaging in behaviour, or condone its conduct by others, which may be viewed as bullying, intimidating, or harassing towards others within the Association, the wider shooting community or indeed the general public.
 - c. Engaging in behaviour, or condone its conduct by others, which may be viewed as discriminatory on any, but not limited too, grounds of gender, age, sex, disability, race, religion or belief, sexual orientation, marriage or civil partnership status, pregnancy or maternity, gender reassignment, national origin, or ethnic background.
 - d. Engaging, via any means including on social media, in the unsubstantiated public criticism of the Association, members of the Association, the wider shooting community or indeed the general public. In particular, the publishing via any means material which may be viewed as defamatory, improper, threatening, abusive, indecent, insulting, offensive or which has the potential to bring the Sport into disrepute.



- e. Engaging in a repetitive, concerted or orchestrated campaign deemed to be harmful to or negatively impact the Association, members of the Association or the wider shooting community
5. The Association maintains within its' bye-laws a fair and transparent policy to hold its' members and affiliated organisations to account should their actions fall short of the standards expected. Any organisation which chooses to affiliate to the Association must within its governance documents also enshrine a similarly fair and transparent policy to hold its own staff and members to account.

Failure to adhere to the Code of Conduct and Good Standing Policy

6. Should affiliated organisations, or their members, demonstrably fail to adhere to the UKPSA Code of Conduct and Good Standing Policy, then they will be referred to the UKPSA Charity Board who may:
- a. Require the organisation or their members to take specific remedial action as a requirement of continued affiliation.
 - b. Suspend or terminate the affiliation with immediate effect.
 - c. Impose other sanctions as appropriate.
7. Should an individual member demonstrably fail to adhere to the UKPSA Code of Conduct and Good Standing Policy, then they will be referred to the UKPSA Conduct and Standards Committee who may:
- a. Remove their right to compete in IPSC competitions outside Great Britain.
 - b. Suspend or terminate their membership.
 - c. Impose other sanctions as appropriate.
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Appendix 1: Definition of a Person of Good Standing

A person of 'good standing' within the Association is someone who **consistently upholds the required standards of conduct and behaviour**, as outlined in the Code of Conduct.

This individual demonstrates honesty, fairness, impartiality, and transparency, while treating others with respect and dignity. They adhere to the Association's Constitution, bylaws, rules, and regulations, embodying the values and principles expected by the IPSC community.

Membership continuity and recognition as a person of good standing are based on the following criteria:

- Compliance with Policies: Adherence to the Association's policies, including the Code of Conduct and Good Standing Policy.
- Accountability: Taking responsibility for actions and behaviours that may fall below expected standards.
- Respect for Others: Promoting a culture of respect and inclusivity within all IPSC/Association-related activities.
- Competition Criteria: For IPSC Competitions a person of Good Standing must also meet the participation requirements of the UKPSA, host organisation and/or other IPSC Region. This includes, but is not limited to:
 - holding the valid UKPSA competition licence
 - obtaining the appropriate overseas permits
 - obtaining the appropriate travel permits
 - holding an appropriate license if applicable

To be eligible to compete in IPSC events outside Great Britain (see IPSC Rule 6.5.1.1), UKPSA members must be in good standing.

Actions Reflecting Good Standing

Examples of behaviours that indicate a person is in good standing may include:

- Acting with honesty, fairness, and transparency at events and in communications.
- Treating other members, competitors, spectators, and officials with respect and dignity.
- Preserving the integrity and reputation of the sport, the Association, and its members.
- Following all Association rules and regulations.
- Taking accountability for their own actions, and accepting that if an inadvertent breach of conduct and standards occur, that they accept and own the consequence.

Actions That May Undermine Good Standing

Certain behaviours, as detailed in the Code of Conduct, may jeopardise an individual's status as a person of good standing.

These bullets give examples, but are not an exhaustive list:

- Misconduct such as rudeness to other members, competitors, spectators, officials.



- Cheating during competitions or when officiating.
- Discrimination based on gender, age, sex, disability, race, religion or belief, sexual orientation, marriage or civil partnership status, pregnancy or maternity, gender reassignment, national origin, or ethnic background.
- Breaches of the Association's Constitution, bylaws, or regulations.
- Gross misconduct such as theft or unauthorized possession of Association property.
- Serious damage, whether physical or electronic, to the Association's assets or members.
- Harassment, bullying, or other forms of abuse.
- Conduct that brings the Association or the sport into disrepute.
- Multiple complaints or disciplinary incidents.
- Multiple instances of criticism of the Association, its officers or members, without providing substantive evidence.

