

Code of Conduct

**OUTENIQUA LUGGEWEER KLUB
OUTENIQUA AIRGUN CLUB**



**Affiliated with
George Sport Shooting Club &
South African Hunter Field Target Association**



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This constitutes the Code of Conduct of Outeniqua Airgun Club (hereinafter referred to as "OAC"). Sections 1 and 2 shall apply to all participants at any event hosted under the auspices of OAC.

General Code of Conduct for All Participants

1. General

The Code of Conduct has been established to assist OAC, its members and affiliated shooters to bring honor and integrity to our sport. It is intended to enhance the overall experience of hunter field target shooting.

1.2 Application of the Code

This code applies to all member and affiliated shooters of OAC participating in OAC events and activities. Affiliated shooters should become familiar with the rules and standards of this code.

1.3 Participant Commitment and Implied Consent

As a precondition of participation in any OAC event or activity sanctioned by OAC, affiliated shooters agree to uphold the spirit of the code, which guides conduct as a OAC affiliated shooter.

1.4 Members and Affiliated Shooter Agree to:

- a) act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct.
- b) Sportsmanlike conduct is defined as, but not limited to: respect for competition officials, staff and the shooting public, respect for facilities, privileges, and operating procedures, the use of courtesy and good manners, acting responsibly and maturely, refraining from the use of profane or abusive language, and abstinence from illegal or immoderate use of alcohol and use of illegal or banned substances.
- c) abstain from conduct that is criminal under any applicable laws, including, but not limited to laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and or alcohol to minors.
- d) refrain from conduct that detracts from other OAC participants ability to attain peak performances.
- e) respect the property of others, whether personal or public.
- f) respect other affiliated shooters of OAC, spectators and officials, and shun any form of discriminatory behavior or verbal, physical, or sexual harassment or abuse.
- g) remain compliant with the requirements of the South African Institute for Drug-Free Sports (SAIDS).
- h) realise that misconduct of any person subject to the Code of Conduct may be reported by anyone, by any means to any member of the Committee and that each member has a responsibility to report Code violations.
- i) understand that parents or legal guardians of minors will be notified of all written reports of counselling or misconduct.
- j) understand that any act, conduct, or personal appearance that violates the spirit and intent of this Code of Conduct or brings disrespect or dishonor to AOC, GSSC, SAHFTA, SASCOC, WHFTO or the Republic of South Africa is a Code violation.

1.5 Dress Code

Any clothing worn during competition is subject to the following:

- a) It may not display pictures or graphics of a sexual or offensive nature.
- b) It may not display words or phrases that include offensive language or political statements.

2. Administering Code of Conduct Violations

2.1 The Chairman and/or Technical Officer will have broad discretion to enforce this code and correct offences by means of oral or written counselling. Written counselling will be attached to After Action Reports for filing by OAC.

2.2 Misconduct of any person subject to the Code may be reported by anyone, by any means, to the Committee of OAC. Offences will be promptly reported either verbally or in writing. Verbal reports

must be followed with a written statement within 72 hours. Any Range Officer, Marshal or affiliated shooter observing an alleged violation is required to report a violation (along with statements from appropriate witnesses) to the Committee. The written statement must include the identity of the person filing the report, the identity of the person(s) who has violated the Code, a clear and concise statement of the facts involved, the signature of the person filing the report and date. Offences include, without limitation, repetitive minor infractions, intentional infractions, and failure to correct immediately any correctable infractions (e.g. dress code violations). Where possible, report violations using the form at the end of the Code of Conduct, "Report of Code of Conduct Violation".

- 2.3** Upon receipt of an alleged Code violation, by the Committee, the Chairman shall request the Technical Officer to investigate the alleged violation and file a report with the Chairman. The Chairman may in his/her discretion, where expedient or necessary in the opinion of the Chairman, appoint any other person to act as investigator in the matter.
- 2.4** The Technical Officer or appointed investigator will notify the accused of the alleged Code violation. The accused shall have the right to provide a written explanation to the Technical Officer or investigator within a time frame that is fair and reasonable under the circumstances.
- 2.5** The Chairman shall review the report by the Technical Officer or appointed investigator, and notify the accused of the decision in writing within 10 days of receipt of the report.
- 2.6** Disciplinary options shall include:
 - a) No action;
 - b) Counselling;
 - c) R100 – R1000 fine;
 - d) An appropriate letter from the accused addressing the violation, statement of apology, letter of apology or other such non-monetary action appropriate for the situation.
 - e) Suspension or removal from competition, office or position.
- 2.7** Parents or legal guardians of minors will be notified of all written allegations of misconduct, all reports on the matter and the decision of the Chairman.
- 2.8** The accused may appeal the Chairman's decision to an appeal panel within ten (10) days from receipt of the Chairman's decision as follows:
 - a) The appeal must be detailed in writing with any supporting documentation.
 - b) A clear and concise statement of any additional facts relevant to the code violation, investigation and/or decision.
 - c) A statement of the specific action or remedy sought.
 - d) The appeal must be signed by the accused, and will include the signature of a parent or legal guardian if the accused is under the age of 18 years.
- 2.9** An Appeal Panel will be appointed by the Chairman within 10 days of receipt of the appeal.
 - a) The Appeal Panel shall consist of at least 3 persons.
 - b) The Chairman will name a chair of the Appeal Panel.
 - c) The Appeal Panel will act on the appeal within a reasonable and expeditious time as determined by the chair of the Appeal Panel and within 30 days from appointment by the Chairman.
 - d) The hearing may be conducted electronically or in person, at the election of the chair of the Appeal Panel.
 - e) The Appeal Panel has the options of letting stand, overturning, suspending, reducing, increasing, or eliminating the disciplinary action.
 - f) The decision of the Appeal Panel is final.

3. Report of Code of Conduct Violation

To: The Committee, Outeniqua Airgun Club

From: _____
(Name of person reporting code violation)

Date: _____

Subject: _____
(Name of accused)

Place of incident: _____

Date of incident: _____

Description of violation: _____

Attach additional pages or witness statement(s)

Accused Acknowledgement: I have read the code violation alleged above. By signing this statement, I do not admit to guilt or innocence. I further understand that, within a time frame prescribed by the Chairman of OAC that is fair and reasonable under the circumstances, I will have the opportunity to provide a written explanation of facts and/or matters in extenuation or mitigation to the Technical Officer, who will investigate the matter and submit a report to the Chairman. The report will be reviewed by the Chairman within 10 days of its completion and I will be notified in writing of the Chairman's decision regarding my guilt or innocence and penalty if found guilty.

Signed: _____

Date: _____

Notification: I have notified this person of the violation described and advised him/her of his/her rights under this procedure.

Signed: _____

Date: _____