



IPSC Canada
Effective Date: January 1, 2020

Disqualification Policy

Purpose:

To foster a culture of safety amongst officials, instructors and members in IPSC Canada with regard to the handling of disqualifications with an emphasis on developmental rather than a punitive process.

Scope:

All members of IPSC Canada.
All sanctioned IPSC matches of any Level or Discipline in Canada.

Responsible Party:

Appointed N.R.O.I Section Representatives

POLICY

I. Policy Statement:

Disqualifications (DQ) are a serious issue which provide opportunity for learning and growth. The IPSC Canada DQ policy is put in place to capitalize on this

opportunity by identifying problem areas for members and instructors and embarking on a training plan to overcome deficiencies in a timely manner.

Procedure

II. DQ are administered as per section 10.4 through 10.5 of the current rule book. This policy does not cover disqualifications under section 10.6 (un-sportsmanlike conduct) or 10.7 (illegal substances). It is suggested that these sections be handled not through remedial training but through a separate disciplinary process.

III

A) Reporting:

All Match Directors (MD) must complete and submit a detailed DQ report to the Section NROI Representative within 72 hours of match completion. The report will include the following data.

Name of competitor.

Name of Range Officer

Name of Range Master

Rule number violated

Detailed description of the incident in question

B) Records and Statistics:

The NROI Rep will maintain a record of all DQs listed by: Member, BBI, DQ Type and date of DQ. The list will be submitted to NROI Canada Coordinator annually to assure multiple DQs are not happening in different sections .

IV. Tier 1 Disqualification Review process

Subject to this policy is any member who commits an act resulting in disqualification, regardless of the number of matches shot in that period of time.

A) Upon recording of a DQ the system will automatically set the competitors status to "Suspended" and notify the member immediately.

- B) The NROI Section Representative will conduct a review of the member's record referencing the following criteria:
 - Experience of member
 - Previous disqualification history
 - Type of disqualification
- B) The review will be completed within 2 weeks of the triggering incident.
- C) To further the investigation, the NROI Section Representative may contact any official or witness on record, as well as the member in question, concerning the subject incident.
- D) Upon completion of the review the NROI Section Representative will provide a final verdict as to the disposition of the member's status, and the member of the result.

V. Tier I Disqualification Review Process Results

Upon completion of a Tier 1 review the NROI Section Representative may determine that remedial training would be beneficial to the member's safe continuance as an IPSC Canada member.

- A) If remedial training is required, the member's status shall be maintained as "suspended" in the membership database and they are forbidden from active participation in sanctioned IPSC matches (note they may continue to officiate).
- C) Should remedial training be implemented the NROI Section Representative will select a series of exercises from the Black Badge training course or custom exercises that directly serve to reinforce the skill set that has been determined to be lacking as a result of the review.
- D) The member shall will have one year from notification of their status change to make arrangements with a person selected by the NROI Section
- E) Representative to complete the remedial training outlined in (B) above.

- F) Upon successful completion of the remedial training the individual, assisting the member shall inform the Section Coordinator and NROI Section Representative that the member has completed their remedial training and their status will be entered as “active” in the database. No further action is required.
- G) Should the Tier 1 remedial training not be completed in the requisite time period the member automatically falls to a Tier II review process.

VI. Tier II Disqualification Review Process

Should a member commit an act resulting in two (2) disqualifications within 12 months regardless of the completion of the steps outlined in the “Tier 1 Review” they will be subject to a Tier II Review

Should a member be subject to two Tier II reviews within a 24-month period they will be subject to a Tier III review process.

- A) Upon triggering of a Tier II review process the member shall be notified by the STC within 24 hours and the member’s status be maintained as “suspended”.
- B) A Tier II review consists of a minimum of 4 hours remedial training including completion of all component exercises of the Black Badge Program and any additional exercises as deemed appropriate by the NROI Section Representative designed to improve the safety of the member. These exercises must be supervised by a Black Badge Instructor.
- C) The member will have a period of 12 months in which to arrange with the designated trainer and successfully complete the exercises outlined in (B) above.
- D) Upon successful completion of the Tier II remedial training the individual overseeing the training shall inform the Section Coordinator and NROI Section Representative that the member has completed their remedial training and their status will be entered as “probationary” in the database.
- E) Following the successful completion of a sanctioned match the status of the member will be entered as “active”.
- F) Failure to safely complete a sanctioned match within 12 months after returning to active will trigger a Tier III review.

- G) Should the Tier II remedial training not be completed in the requisite time period the member automatically falls to a Tier III review process.

VII Tier III Disqualification Review Process

A member who commits an act resulting in disqualification within 12 months of completing a Tier II review will be unilaterally required to undergo a Tier III review.

- A) Upon triggering of a Tier III review process the member shall be notified by the NROI Section Representative within 24 hours and the members status continue to be listed as “suspended”.
- B) A tier III review consists of the member completing an entire Black Badge Course following all associated policies in terms of probationary matches, etc.
- C) Once a member has completed the course and associated requirements including a probationary match they will be returned to active status
- D) Should a member fail to satisfy the requirements of the Tier III Review Process they may repeat the Process a second time within 24 months.
- E) Failure to complete the Tier III process within two attempts will cause the members membership in their IPSC Section to be put to the Section Coordinator and Section Board in consideration towards their ability to continue their membership in IPSC Canada

VIII Appeal Process

Any member who believes that they have been unjustly treated by virtue of this policy has the right to an appeal. Please note: DQs must be arbitrated at the match of occurrence, following the current IPSC rulebook. The appeals process is for this policy only, and is as follows:

- A) Members must submit the grounds for the process appeal in writing to the NROI Canada Coordinator within 30 days of the decision being handed down.
- B) The NROI Canada Coordinator will convene an appeal board via within 30 days of receipt of a written appeal.
- C) The appeal board will consist of NROI Canada Coordinator, the NROI Section Representative plus two Senior Black Badge instructors from the relevant Section.
- D) Members are welcome to appear before the appeals committee provided that this request is included in the initial letter to the BOD.
- E) A decision on due process will be made within 45 days of receipt of the letter, and the decision of the committee will be provided in writing to the member at this time.
- F) The decision of the appeal board will be final.