

CHARTER OF THE DISCIPLINARY COMMITTEE OF THE UNITED STATES PRACTICAL SHOOTING ASSOCIATION/IPSC

Membership

The Disciplinary Committee (the “**Committee**”) of the board of directors (the “**Board**”) of The United States Practical Shooting Association/IPSC, a Delaware not for profit corporation (the “**Corporation**”), shall consist of standing Board members and members of the Corporation (each, a “**Member**” and collectively, the “**Members**,” and together with the members of the Board, the “**Committee Members**”). The Committee Members shall consist of more Members than members of the Board. The Board shall appoint the Committee Members and designate a Committee Member as the chair.

Appointment

The Board shall appoint the Committee Members. Committee Members shall be appointed to one-year terms and shall thereafter serve for such additional term or terms as the Board may determine or until earlier resignation or death. The Board may remove any Committee Member from the Committee at any time with or without cause.

Purpose

The purpose of the Committee is to create and maintain the terms of membership as approved by the Board, and develop and maintain a process for progressive discipline focused on Member’s rights and the safety of all competitors.

Duties and Responsibilities

The Committee shall, subject to limitations imposed by applicable legal and regulatory requirements and this Charter, have the following authority and responsibilities:

- Investigate alleged infractions of the USPSA Code of Conduct developed and maintained by the Board, and updated from time to time (the “**Code**”), or actions or omissions that discredit the Corporation;
- Discipline, suspend or terminate the status of a Member of the Corporation;
- Investigate reported violations of the Code;
- Determine if a violation of the Code occurred;
- Recommend appropriate sanctions, if warranted;
- Ensure due process for all Members of the Corporation;
- Undertake such other responsibilities as the Board may delegate or assign to the Committee from time to time; and

- Perform such other functions as required by law, the Corporation's Certificate of Incorporation, or By-laws, as amended to date.

The Committee shall not have the power or authority to act on any matters that (1) are expressly delegated to other committees of the Board, (2) are under active review by the Board or another committee of the Board, unless the Board specifically authorizes such action, or (3) under Delaware General Corporation Law, the Corporation's Certificate of Incorporation, or Corporation By-laws cannot be delegated by the Board to a committee of the Board.

Structure and Operations

The Board shall designate a Committee Member as the chair.

The Committee shall meet AS FREQUENTLY, at such times and places, as it deems necessary to fulfill its responsibilities. The Secretary of the Corporation shall keep the minutes of the Committee, which shall be distributed to all members of the Board. The Committee shall report any action it takes to the full Board at or before the next meeting of the Board. The Committee is governed by the same rules regarding meetings (including meetings in person, by conference telephone or video, or other similar communications equipment), actions taken or considered (including actions by written unanimous consent and actions without meetings), notice, waiver of notice, quorum, and voting requirements as are applicable to the Board pursuant to the By-laws of the Corporation.

A majority of the Committee Members shall constitute a quorum.

The Committee shall maintain minutes or other records of its meetings and activities.

The Committee shall review and assess the adequacy of this Charter at least annually and recommend proposed changes to the Board for approval.

Disciplinary Procedures and Potential Outcomes

The Committee shall meet and investigate any alleged violations by examining the facts and circumstances surrounding the alleged violation(s). After examination of the alleged violation(s), the Committee, acting by a majority vote, may institute sanctions upon a Member of the Corporation for infractions of the Code or actions or omissions that discredit the Corporation. The Committee shall take into account the following factors in determining whether to issue sanctions upon a Member.

Factors considered in determining sanctions include the following: (1) severity of the alleged violation(s), (2) prior history of violations, (3) the impact of the allegations on other Members and the Corporation as a whole, (4) acceptance and taking responsibility for the alleged violations and (5) willingness to make amends for the alleged violations. Based upon the investigation of the Committee, and upon the vote of a majority of the Committee Members, the Committee may institute the following sanctions.

Potential sanctions for violations include the following: (1) verbal or written warning, (2) required education or training, (3) probation with specific conditions, (4) suspension from participation in Corporate events for a defined period, (5) match disqualification or score invalidation, (6) revocation of classification or credentials, (7) termination of membership in the Corporation and/or (8) a permanent ban from the Corporation's activities.

If the Committee Members issue sanctions upon one of the Members, the Committee Members will immediately notify the Board of the sanctions put in place on the Member and detail the reasoning for such sanctions. After alerting the Board to the sanctions issued, the Committee Members shall send written notification of such sanctions to the last known address of the Member in the Corporation's database via first class mail, return receipt requested.

The notification to the Member must include notice of the sanctions, the Member's right to a review of the Committee's decision by the Board and the Member's right to address such review. In the event that the Member fails to respond to the written notification of the Committee's disciplinary decision within thirty (30) days of the date of such notification, the Board will implement Member discipline without further notice

Right to Appeal the Committee's Decision

Each Member shall have the right to appeal to the Board the Committee's decision to institute sanctions on such Member. The sanctioned Member may request a review by the Board of the specific sanctions levied by the Committee. All requests must be submitted in writing and state the reasons why the decision should be reversed. Requests shall be directed to the national office with a copy to the area director for the geographic area in which the sanctioned Member resides. The Board shall review all of the relevant facts concerning cause for such Member's sanctions and render a final decision within thirty (30) days of the review by the Board. The decision of the Board shall be final and binding and there shall be no further appeals process in place.

Delegation of Authority

The Committee shall have the authority to delegate any of its responsibilities, along with the authority to act in relation to such responsibilities, to one or more committees or subcommittees properly formed and authorized by the Committee as the Committee may deem appropriate in its sole discretion.